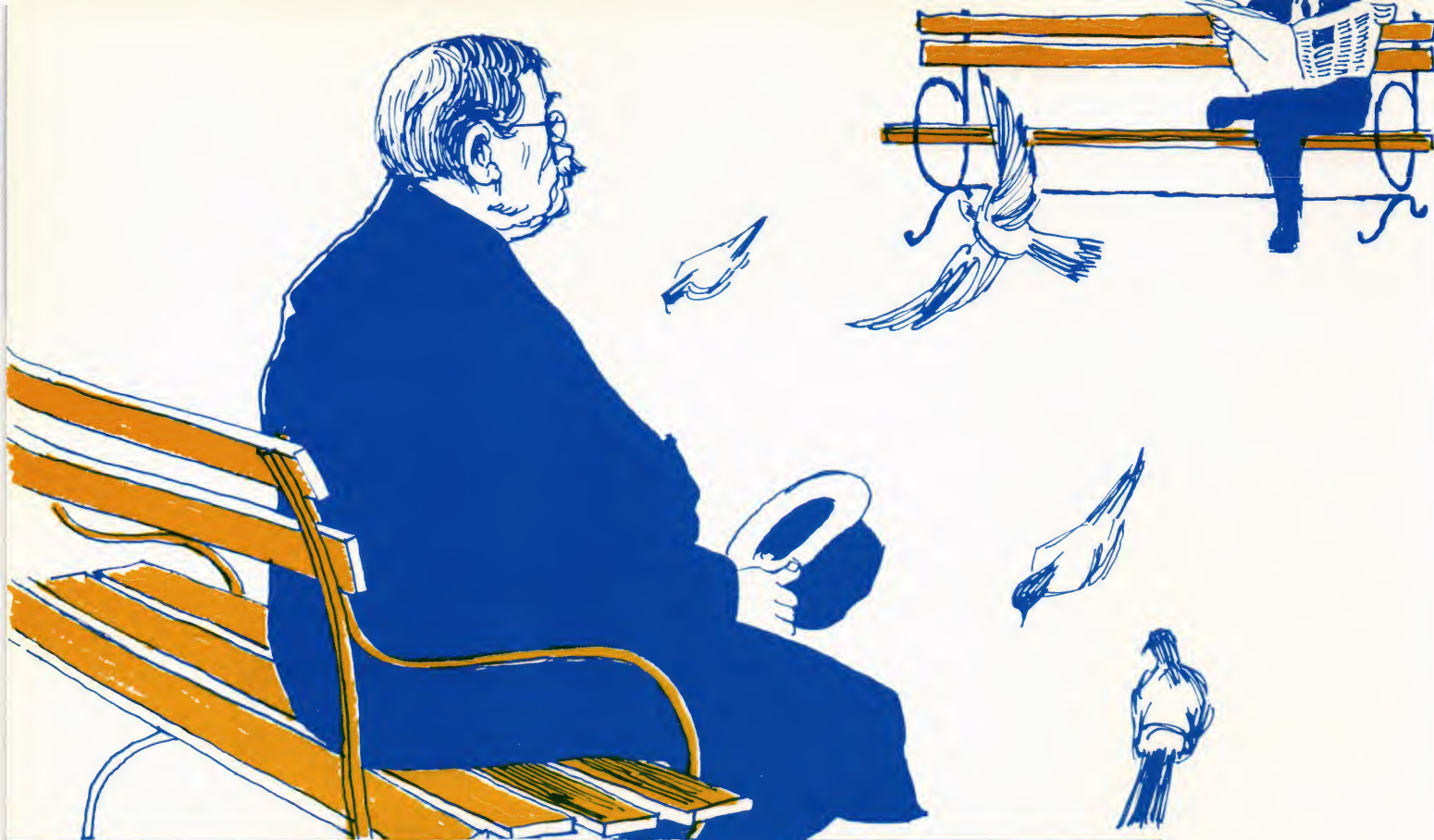


“to find answers to
the Urgent Problems
of our Society”



Founding Conference of the ALA

See Page 8



LABOR'S PLACE IN HISTORY

ONE OF AMERICA'S most terrible stories is the suffering endured by retired wage earners in the wake of creeping inflation, particularly if they are not so fortunate as to enjoy the benefits of a union pension program.

Not too long ago a study made by the Senate Committee on Aging revealed that 3 of every 10 Americans over the age of 65 are living in poverty. Furthermore, the study disclosed that at least one-half of the older people living alone or with non-relatives in 1967 had incomes below \$1,480 annually. Another one-fourth of the senior citizens had incomes of \$1,000 or less a year.

To fully appreciate this financial plight, look at it from another angle: What the report said was that about 9,000,000 elderly Americans in 1967 were getting by on \$4 or less a day and that another 4,500,000 were trying to live on less than \$2.75 a day. Those are mighty slim pickin's.

These shocking figures were brought together at the same time that continuing inflation has become a matter of both political and economic alarm.

It has been estimated by reliable authority that inflation currently is increasing the costs of a budget for a retired couple at the rate of about \$10 per month per year. Figures for the past 10 years prove that the cost of a modest retirement budget has gone up about \$100 a month.

The same Senate Committee on Aging declared that a modest standard of living for a retired couple today is about \$4,440 a year—well above the \$1,480 and \$1,000 incomes cited in preceding paragraphs.

While Social Security benefits are increasing and will continue to do so at a modest rate through 1980, there is every indication that the increase will not meet the erosion caused by inflation that, at this point, is expected to quicken its creeping pace according to the general view of economists. Elderly people—and not all of them receive maximum Social Security benefits—can expect no relief. Even now, the average benefit payment is estimated at about half the standard budget need cited by the Senate committee.

In fact, the Senate committee pointed out in its report that as a direct result of inflation, retired people now have proportionately less income than they did in 1961 and are falling further behind each year.

In spite of some liberal government programs such as Medicare enacted in recent years, the retired wage earner faces an increasingly bleak future. An empty purse in old age in this land of plenty surely must be one of the most embittering experiences imaginable.

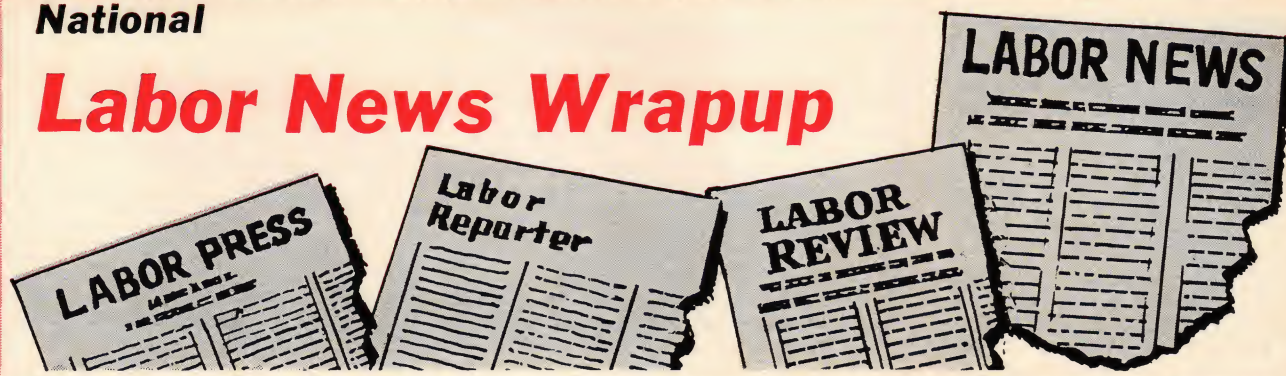
People who have worked hard and dreamed for better things through their lives into middle age and eventually into retirement must deserve something better than a sum of \$2.75 or \$4 a day that shrinks in value every month.

Perhaps the most depressing line in the entire report of the Senate Committee on Aging reflected what can happen to wage earners who, in the course of their productive span, make numerous sacrifices for their children.

It reads: "Many of these aged people did not become poor until they became old . . ."

National

Labor News Wrapup



WASHINGTON, D.C.—The Nixon Administration reportedly has been considering reviving the President's Advisory Committee on Labor-Management Policy. The 21-member panel, including leaders from labor, business and public sectors, was founded by the late President Kennedy. Former President Johnson let it go dormant.

WASHINGTON, D.C.—The Labor Department is stepping up its efforts to guard against misuse of federal funds in manpower training programs. Officials, hoping to prevent scandals, have ordered a closer audit of training project books.

WASHINGTON, D.C.—When reporting that the nation's unemployment rate had edged up to 3.5 per cent during April while recent rapid growth in employment had slowed down, the Labor Department said there was a "slowup in all the major industries." The rise in joblessness was one-tenth of one per cent over the previous month.

WASHINGTON, D.C.—The Agriculture Department, never an agency to burden itself with the problems of farm workers, recently released its latest farm-wage annual report—for the year 1965.

CHICAGO, Ill.—Pity the poor bank presidents. A study by Heldrick & Struggles, management consultants, says bank presidents are underpaid. A survey of 224 bank presidents revealed that 60 per cent were earning less than \$75,000 a year.

NEW YORK CITY—At a collective bargaining forum noted mediator Theodore W. Kheel said that the conclusion was "inescapable" that collective bargaining could not exist if employees could not withdraw their services or employers discontinue their operations.

PITTSBURGH, PA.—I. W. Abel, president of the United Steelworkers of America, won reelection as he defeated Emil Narick by a vote of 257,651 to 181,122. Two other top USW officials also were reelected.

NEW YORK CITY—Virgil B. Day, vice president for industrial relations of General Electric Co., asserted recently that employers should demonstrate a "stiffer backbone" in negotiations with labor unions. The reason, he said, is that it would help combat inflation.

WASHINGTON, D.C.—President Nixon appears to have passed over naming Howard Jenkins, Jr., to the chairmanship of the National Labor Relations Board. Pressure from big business and Southern congressmen has knocked out the chances of Jenkins, a Negro, stepping up. Jenkins is considered a liberal Republican.

WASHINGTON, D.C.—Presumably expressing the Administration attitude, Undersecretary of Labor James D. Hodgson recently told the nation's newspaper publishers that he is opposed to the establishment of labor courts to supplant the National Labor Relations Board.

WASHINGTON, D.C.—William F. Schnitzler retired as secretary-treasurer of the AFL-CIO and was succeeded by Joseph L. Kirkland, a former sea captain who has served as executive assistant to George Meany, AFL-CIO president, for the past 10 years.

LINWOOD, N.J.—Fred A. Hartley, Jr., co-author of the restrictive Taft-Hartley Act., died recently after a long illness. He was 67 years old. Hartley served nearly 2 decades as a U.S. Representative from New Jersey's 10th District.

WASHINGTON, D.C.—Labor Secretary George Shultz testified against the common-situs picketing bill in an appearance before a House labor subcommittee. He said his opposition was based on the fact that the Democrat-sponsored bill did not contain safeguards for all concerned.

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A SPECIAL REPORT: On Page 20

**Joint Council 42 Program
Opens Up Job Opportunities
To Trainees with New Skills**



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

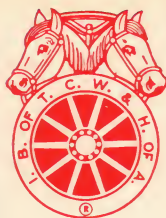
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From The



FIELD

Teamster Scoutmaster Refused to Panic

Jack Mazzara, a member of Teamster Local 243 in Detroit, Mich., recently was credited with saving the boys in his care from possible injury when he refused to panic and remained in control of a bus he was driving despite an eyeful of glass from a shattered windshield.

Mazzara, a scoutmaster of Boy Scout Troop 1420, was driving a bus with 28 Boy Scouts aboard when the windshield was suddenly shattered by a brick thrown from an overpass.

His eye filled with painful slivers of glass, Mazzara stayed cool and calmly eased the bus over to the expressway emergency lane. His maintaining control undoubtedly prevented a collision with cars in heavy evening traffic.

Police took the Teamster to a hospital where his eyes were washed out and a chin cut was stitched, then he continued on his way with the Boy Scouts for a Canadian campout.

Authorities said that had it not been for the fact that Mazzara, a truck driver, had the necessary experience for emergencies, the incident might have ended tragically.

Mazzara never saw the brick or the offender who threw it.

Philadelphia Officer On City Commission

George Bucher, president of Teamster Local 837 in Philadelphia, Pa., recently was appointed by Mayor James Tate to the chairmanship of the Philadelphia Civil Service Commission.

Bucher, long a leader in Philadelphia labor, once served as a vice president of the Upholsterers International Union before his affiliation with the Teamsters.

Bucher also once served as president of the Philadelphia Congress of Industrial Organizations and at one time was the administrator of a Hotel and Restaurant Workers local union.

Bank Bandit Foiled By Denver Teamster

William Nordeen a member of Teamster Local 537 in Denver, Colo., recently was awarded the Milk Industry Foundation's "Pasteur Medal" for 1968 in recognition of his capture of a bank robbery suspect.

Nordeen, was on his delivery route when he heard an employee of a nearby bank shout that a man running from the scene had just robbed the bank.

Nordeen chased the armed suspect and felled the man with a tackle. Two other citizens grabbed the suspect's gun and a bag containing more than \$1,000.

Member's Son Sharp on Skates

Emanuel Uva, a member of Teamster Local 445 in Yonkers, N.Y., is very proud of his son, Joe, who has been compiling an outstanding record on ice skates.

Young Joe, a speed skater, completed the winter season by winning the Diamond Trophy International Indoor championship at Lake Placid, N.Y.

The boy also has won numerous other trophies and finished fourth in the U.S. Open Outdoor championships.

30-Pound Trout Caught By Seattle Teamster

Teamsters who enjoy fishing will get encouragement from the early-season feat of Willard Ollila, a member of Teamster Local 582 in Spokane, Wash.

Ollila recently caught a pair of the largest Mackinaw trout ever captured in the State of Washington. On opening day at Loon Lake, he nabbed a 30-pound, 2-ounce fish and finished up with a 14-pounder.

Brother members of Local 582 wondered whether Ollila, a driver-salesman for Rescent Cleaners, coaxed the fish into the net.

Teamster Executive Elected Fresno Mayor

Ted C. Wills, secretary-treasurer of Teamster Local 517 for many years, recently was elected mayor of Fresno, Calif.

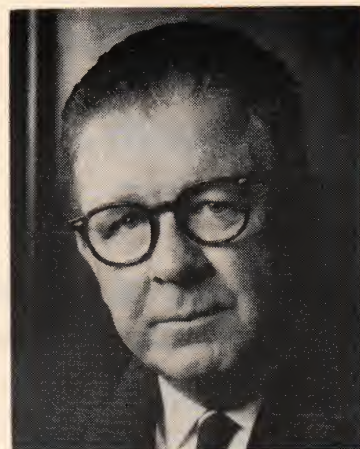
Prior to his election, Wills was Fresno's vice-mayor and often represented the city in many official capacities. His public service includes more than a decade as a member of Fresno's city council.

Dakota Driver Active In Children's Work

C. Earle Raymond, a member of Teamster Local 581 in Grand Forks, N.D., is chairman of the Crippled Children's Hospital Committee of Kem Temple which works on behalf of the Shrine Hospital for Crippled Children at Minneapolis, Minn.

Raymond, an over-the-road driver, was a victim as a child of what was then known as infantile paralysis. He was put on the road to recovery at the Shrine medical center.

Message of the General Vice President



Bread And Butter

THE FOUNDING Conference of the Alliance for Labor Action was held May 26th and 27th in Washington, D.C., and it was a meaningful day for American working men and women and for the country.

Elsewhere in this issue of the International Teamster, the happenings of the conference are fully reported.

Some have described Teamster participation in the Alliance for Labor Action as a radical departure from our past image as simply a bread and butter union. I do not view the ALA as that at all.

I think the International Brotherhood of Teamsters is still basically a bread and butter union. That the ALA pictures us as wanting bread and butter for all is nothing new.

But, let's compare the past with the future. We in the Teamsters have always prided ourselves on the excellent contracts which we have negotiated for our members. We are proud of the wages we have gained.

However, what good does it do to negotiate good wages earned under good conditions, if economic and social conditions are such that those conditions syphon off purchasing power from those wages?

Consider the goal of the ALA to organize the millions of unorganized workers of America. These millions of unorganized and underpaid workers have always been used by industry as a pool of cheap labor to hinder further gains by those already committed to collective bargaining.

Yes, consider the high taxes you pay to help support the nation's welfare system, only because every American has not been given a chance to earn his own way.

Consider the cost to the American taxpayer for crime in the streets, blamed on minority groups and bred in the ghettos of America, where family life is dissipated by such living conditions. If given a decent place to live, ghetto dwellers will suddenly

become solid contributors to the American way of life.

Consider the millions of people in this country who have political and economic problems, but have no political power base from which to articulate those problems and no power base from which to demand solutions. Consequently, those who share in America's abundance pick up the bill for the economic want of the unfortunate and the deprived. And, good union wages are again eroded.

Consider the billions of dollars from tax funds which go to the military establishment, for needless wars and needless armament, which could be spent here at home for correction of conditions which too long have been ignored.

I like to believe that the more than 2 million Teamster members across the land subscribe to the programs of the Alliance for Labor Action from a moral standpoint. I believe you are willing to extend the hand of help to those who need it.

But, if there are those who are reluctant from that viewpoint, then look at the programs of the Alliance for Labor Action from a self-serving perspective. I think you will agree that the ALA will help not only those in need, but also will help those who have risen above the level of want and need.

I look forward to the programs of the ALA with enthusiasm as they are an excellent opportunity to make bread and butter a reality for all Americans, and I kind of like the feeling of belonging to a bread and butter union.

A stylized, cursive handwritten signature in dark ink, reading "Frank C. Hoffmann".

STATE OF THE UNION

General Executive Board Establishes Teamster Labor Institute

THE GENERAL EXECUTIVE Board of the International Brotherhood of Teamsters held its regular quarterly meeting, last month in Las Vegas, Nevada, attending to regular house-keeping matters and approving the establishment of the Teamster Labor Institute.

General Vice President Frank E. Fitzsimmons opened the sessions by swearing into office Thomas E. Flynn

as the union's general secretary-treasurer, and William J. McCarthy as 12th vice president.

Board members stood in a moment of silent respect to John F. English, deceased general secretary-treasurer.

Board members gave the final stamp of approval to the establishment of the Teamster Labor Institute, a school for paid representatives of local unions, which, under present schedules,

will be opened in the Fall, 1969.

The board members had given tentative approval to the Teamster Labor Institute at their previous quarterly meeting. They put the final touches of approval to the Institute, following a report from the General Vice President on academic, physical and financial considerations and the proposed curriculum.

In his report to the board members,

Teamster General Executive Board is shown in session at its regular quarterly meeting, held last month. The board gave final approval to the establishment of the Teamster

Labor Institute, a school for full-time local union representatives. The school is scheduled to open next fall.





Teamster General Vice President Frank E. Fitzsimmons administers the oath of office to General Secretary-Treasurer Thomas E. Flynn and 12th Vice President William McCarthy.

Fitzsimmons declared that the need for the school is evidenced by the fast changing world in which we live. "We can no longer approach tomorrow's needs with yesterday's techniques. The nation's distribution system, which our members service, is under constant and sometimes drastic change, with the consequence that organizing and bargaining techniques must be constantly updated.

"The Teamster Labor Institute will be directed toward preparing our local union officers and paid representatives to meet this challenge," Fitzsimmons said.

The Institute will be staffed with professional educators, and have a course of instruction directed by a professional educator. The union is pres-

ently in the process of recruiting the educational staff.

The general executive board has approved the allocation of a million dollars a year to finance the Institute.

Courses will be taught in preparation for bargaining and new bargaining techniques; organizing techniques and procedure; labor law; public speaking and parliamentary procedure; public relations applied to the local union; communications; community service; political action; mediation and arbitration; visual aids and how to prepare and use them; psychology for union leadership; advanced effective public speaking; and steward's training.

In other action, Vice President Joseph Trerotola was officially appointed

Members of the General Executive Board of the International Brotherhood of Teamsters stand in a moment of silent respect to their departed brother, the late General Secretary-Treasurer John F. English.



director of the Eastern Conference by General Vice President Frank E. Fitzsimmons. In another story appearing in this issue, reassignment of geographical areas of responsibility of vice presidents is outlined.

Board members heard reports on the state of the union from Fitzsimmons and General Secretary-Treasurer Thomas E. Flynn. Reports from the legal department and from the legislative department were part of the board agenda.

Also, the general executive board approved a lifetime membership for the International Union in the National Association for the Advancement of Colored People; discussed a resolution from the National Warehouse Division concerning a drive for union shop agreements in negotiations with Sears Roebuck; and heard a detailed report from Fitzsimmons on the progress of the organizing campaign among the employees of REA Express.

Progress Reports

Each vice president on the board discussed work-stoppages in his area, giving progress reports, and the board again reviewed the difficulty experienced by the improper processing of requests for out-of-work benefits by the local unions.

Fitzsimmons reminded the vice presidents that each local union has received several communications regarding the proper processing of out-of-work benefit requests. The correspondence has stressed the necessity of local unions submitting such requests prior to negotiations, and through their joint council, the area vice president, the area conference, and then to the International Union.

Other matters before the general executive board were routine house-keeping matters, and the session was concluded at the end of the fourth day of meetings.

● Storage Win

Workers employed by the Escondido Storage Co., of Escondido, Calif., voted for representation by Teamster Local 542 of San Diego, Calif., in a recent National Labor Relations Board election.

Tom Rodgers, Local 542 business representative, said 6 drivers and helpers and warehousemen were eligible to ballot. The vote count was 5 to 1 for the union.

Administrative Change

Vice President Trerotola to Head Eastern Conference of Teamsters

International Vice President Joseph Trerotola has been appointed by General Vice President Frank E. Fitzsimmons as director of the Eastern Conference of Teamsters.

Trerotola fills the vacancy created by the appointment of Thomas E. Flynn to the office of General Secretary-Treasurer of the International Union.

Trerotola will continue to serve as the area vice president for the State of New York and, in addition, will serve as the area vice president in Washington, D.C., and for Eastern Canada. He will continue in his capacity as president of Teamster Joint Council 16 in New York City.

Other realignments of general executive board responsibilities also were made in the wake of the death of the late John F. English who was succeeded by Flynn.

William J. McCarthy of Boston, Mass., newly-named 12th Vice President, was assigned as area vice president for all the New England States.

Vice President Harry Tevis of Pittsburgh, Pa., was assigned the States of Virginia, North and South Carolina in addition to the States of Maryland, Delaware, and West Virginia, and Teamster Joint Councils 40 of Pittsburgh and 53 of Philadelphia, Pa.

New Yorker

Trerotola brings a wealth of Teamster experience into his new job as director of the Eastern Conference headquartered in Washington, D.C.

A trade unionist all his adult life, Trerotola became a member of the general executive board of the International Brotherhood of Teamsters in February, 1966.

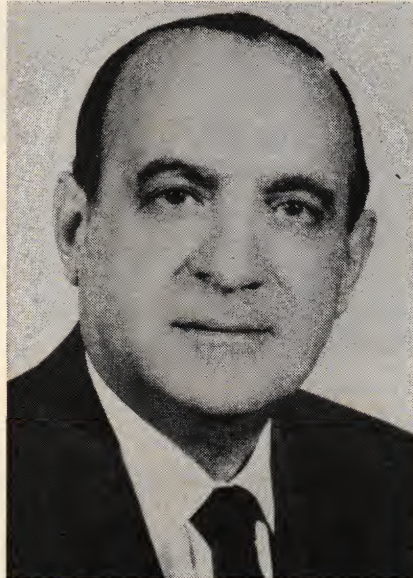
He was named by General President James R. Hoffa to fill the unexpired term of the late John J. O'Rourke, and received the unanimous approval of incumbent executive board members.

He was reelected to the board without opposition at the June, 1966, International Union convention.

Born in New York City July 29,

1909, Trerotola went to work as route salesman on a horse and wagon route for Sheffield Farms—now Sealtest—in 1927 and stayed on that job for the next 12 years. During that time, he was very active trying to organize nearly 6,000 members into the Teamster movement.

In 1937, Trerotola was a shop steward of one of the largest branches of Sheffield Farms and was instrumental in obtaining approval from Mike Cashal—then 1st Vice President



Joseph Trerotola

of the International Union—to bring the entire Sheffield membership into the Teamsters. However, a charter was not issued at that time, and the Sheffield group operated under Milk Wagon Drivers Local 584 as a separate unit.

In 1946, a charter was issued by the International Union under the banner of Local 607. Trerotola was a charter member. The following year, he was elected business agent of the local union and held that post until 1947, when the membership elected him president. He serves as president to this day.

In 1949, Trerotola and the officers of other milk local unions were instrumental in obtaining the first Team-

ster pension plan in the New York metropolitan area for the rank-and-file.

In 1954, Trerotola received the appointment as secretary-treasurer of the Eastern Conference of Teamsters where he teamed up with Thomas E. Flynn, then Eastern Conference Director.

From 1963 through 1965, Trerotola served as recording secretary of the huge Joint Council 16 in New York City.

Early in January, 1966, Trerotola was victorious in a special election conducted to fill the vacancy as president of Joint Council 16 occasioned by the death of O'Rourke.

A dedicated trade unionist, Joseph Trerotola is a tireless worker in the Teamster movement. His greatest pleasure in life, aside from his work, comes from time spent with his family.

For the past 36 years, he has been happily married to Anita Trerotola.

They have one son, Vincent. Four times grandparents, the Trerotolas relish those rare moments when the job permits them time to relax and visit with the family.

Local 340 Wins Election in Lewiston, Me.

Teamster Local 340 of Portland, Me., ousted the International Union of Electrical Workers as employees of Phillips Elmet Corp., at Lewiston, Me., voted Teamster by a 3-to-1 margin in a National Labor Relations Board election.

Albert H. Page, Local 340 secretary-treasurer, said the Teamsters received 91 votes, the IUE got 31, and 1 ballot for "no union."

The IUE filed an objection to the election, but the regional office of the NLRB recommended dismissal of the complaint the Board concurred in Washington, D.C.

Page said the Phillips Elmet workers went Teamster because of a disgust at lack of representation by the IUE over a 12-year period.

Page expressed appreciation for assistance in the hard-fought campaign from: Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons; George Brody, Eastern Conference of Teamsters organizer, and Emanuel Parish, president of Teamster Local 757 in New York City.



More than 500 delegates, Teamsters and United Auto Workers, attended the founding conference of the Alliance for Labor Action (above).



Teamster General Vice President Frank E. Fitzsimmons (left) delivers opening address to the Founding Conference of the ALA in Washington, D.C.

ALA—First

Teamster General Vice President Frank E. Fitzsimmons and UAW President Walter Reuther express their happiness over the founding of the Alliance for Labor Action.



AN HISTORIC EVENT in the annals of organized labor took place in late May as the International Brotherhood of Teamsters and the United Auto Workers allied themselves to find the answers to the urgent problems of American society and do something about them.

The IBT and UAW formally created the Alliance for Labor Action in a founding convention held in Washington, D.C., May 26-27.

Co-chairing the event were Teamsters Union General Vice President Frank E. Fitzsimmons and UAW President Walter P. Reuther.

While the ALA was born officially at a July 23rd 1968 meeting in Chicago, Ill., where the IBT and UAW executive boards gave their unanimous approval of the alliance, its first step was taken in the nation's capital.

More than five hundred delegates—evenly divided between the two biggest unions in the United States—unanimously approved the ALA constitution.

They endorsed a program of policy



Teamster General Secretary-Treasurer Thomas E. Flynn is shown addressing the more than 500 delegates opening day of the ALA Founding Conference.

Founding Conference

and passed several resolutions aimed at implementing a plan to strengthen and revitalize the labor movement while advancing the interests of American workers and their families.

Some of America's foremost political, governmental and civic leaders graced the ALA podium as visiting speakers through the 2-day meeting in the Washington Hilton Hotel, including:

—Secretary of Labor George Shultz.

—Sen. George McGovern, South Dakota Democrat and a candidate last year for his Party's presidential nomination.

—Sen. Charles Percy, Illinois Republican, considered one of the brightest young stars in the GOP.

—J. Curtis Counts, director of the Federal Mediation and Conciliation Service.

—Whitney Young, national director and president of the National Urban League.

It was Sen. McGovern who, in his address, complimented General Vice President Fitzsimmons with making

the most significant statements voiced by any American labor leader in a decade.

The Senator was referring to Fitzsimmons' opening session speech in which the Teamster leader declared:

—On the subject of American youth caught up in the spirit of revolution—"I, for one, do not believe that the so-called generation gap is something which cannot be bridged. I believe that a constructive and meaningful dialogue can be established with the youngsters, if we only take the time to talk to them. Just standing back and shaking our heads when they storm a university or when they demonstrate is not enough."

—On the subject of the Vietnam war—"We find the youth of the nation up in arms over an unpopular war in Vietnam, up in arms over the billions of dollars this country spends annually to carry on this war in the Far East, when our own people go begging right here at home. This war, the bane and the plague of both Democratic and Republican Administrations, must be

Delivering major addresses to the Alliance for Labor Action founding convention were Labor Secretary George Shultz, Sens. George McGovern (D-S.D.) and Charles Percy (R-Ill.).

Labor Secretary Shultz outlined the Administration's plan for giving farm workers a form of collective bargaining stature with a farm labor relations board separate and distinct from the National Labor Relations Board.

Both Senators received extended applause from the 500 delegates as they called for a halt to the Vietnam war. Sen. McGovern in addition said military expenditures by the United States should be reduced and the money "invested" in correcting domestic problems. Sen. Percy, who has won encouragement from his constituency in his stand, described the U.S. involvement in Vietnam as an "albatross hanging around the country's neck." He expressed concern about domestic problems.

Guest Speakers



Senator Charles Percy, Republican from Illinois.



Curtis Counts, head of the Federal Mediation and Conciliation Service.



Secretary of Labor George P. Shultz addresses ALA founding Conference.



stopped, and must be stopped soon."

Delegates responded with heavy applause as Fitzsimmons delivered these words. He also received heavy applause when he said: "We in labor must seek to do our thing in waging a war on America's social ills."

Fitzsimmons stressed in his speech that the ALA is not a "competitive labor federation." Rather, he said, it is an alliance directed against the "conditions which must be corrected because they erode away basic American freedoms; conditions which erode

away the American way of life for those who have gained the benefits of our abundance, and we are at war with the conditions which still deny the American way of life to so many of our brothers and sisters."

He said the ALA proposes a set of ideals "which we hope will rededicate the Labor movement to its original purpose; ideals which will revitalize our talents and resources for the total community good."

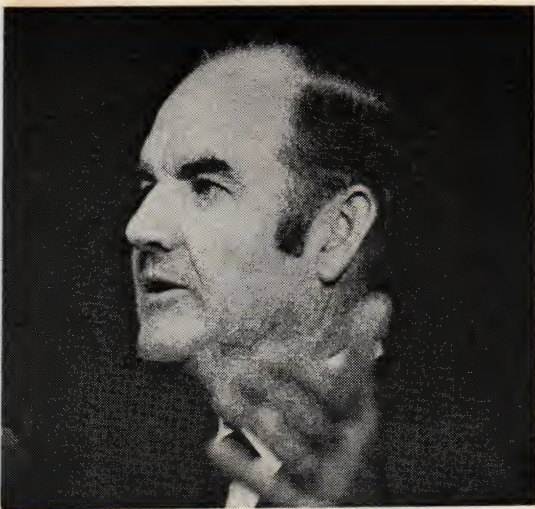
Fitzsimmons cited the numerous negative conditions that contribute to a sort of national frustration of any achievement for the welfare of people in the United States.

"Many of our people," said Fitzsimmons, "live in complete frustration." They are frustrated, not because of their own ineptness and lack of interest, but in many instances because

of government policies. Yes, policies of organized labor, and because of general public attitude which deprives them of opportunity to help themselves, economically, culturally, and socially."

Fitzsimmons wondered aloud why some of the government's policies seek to hinder Labor's efforts against social ills. He referred especially to such policies as Section 14(b) of the Taft-Hartley Act which permits states to pass compulsory open shop laws with the result that millions of workers are discouraged in any effort to gain the benefits of collective bargaining.

He described 14(b) as a "crutch" supporting low-paying industry in 19 states—a situation that exploits poverty rather than trying to overcome it. He also attacked the Landrum-Griffin Act as a piece of anti-labor legislation



Senator George McGovern, Democrat from South Dakota.



Whitney Young, director of the National Urban League.

"designed to hamper our efforts to help working men and women in need."

Fitzsimmons issued an invitation in his concluding remark: "If you agree with our ALA principles and dedication, welcome aboard, for the task is difficult and needs the cooperation of Americans of good will throughout the land."

UAW President Reuther issued a similar invitation in his opening-day speech: "We extend the hand of friendship and fellowship to all unions—let us work, march, build and fight together." A heavy round of applause was extended Reuther by the delegates when he stated: "We can move the American labor movement forward!"

Discussing the labor movement's "agenda of unfinished business," Reuther said a prime goal was the organiz-

ing of the unorganized and added that the ALA must make a total commitment to deal with domestic problems.

As did Fitzsimmons, Reuther also spoke against the Vietnam war situation and called instead for a "total war against human poverty in this land of plenty."

Improvements in public education, Social Security increases, tax reform, and numerous other needed changes were urged by Reuther. He also referred to "the insanity of the nuclear arms race" and made a strong statement against the anti-ballistic missile system now being seriously considered by the government.

Resolutions

Both Fitzsimmons and Reuther made reference to another historic event of the moment—the splashdown of Apollo 10 which came on the opening day of the ALA meeting. Fitzsimmons called it a "miracle of achievement" and expressed the thanks in the mind of every delegate that the astronauts had returned safely to earth after orbiting the moon. Reuther declared that a nation that can put a man on the moon can surely build housing for people who so desperately need it.

Resolutions passed by the delegates included:

—A pledge of \$25,000 in ALA's first expenditure to support the hospital workers' strike in Charleston, S.C.

—A resolve to continue a full-scale effort to organize the unorganized, bringing to them the advantages of union representation and collective bargaining.

Unmet Needs

—A statement on America's unmet needs and the urban crisis, including a recommendation that the ALA leadership request an appointment with President Nixon to discuss urgent questions of poverty and hunger, equal opportunity, inflation, employment, national welfare, consumer protection, etc.

—A declaration that America's housing crisis is staggering and that the objectives of the 1968 Federal Housing Act must be met, at the minimum, to prevent further decay and demolition which threatens to out-run rebuilding and rehabilitation programs.

—Welcoming the cooperation of labor, religious, civil rights and community groups in the task of achieving economic and social justice for America's disadvantaged through the

process of community unions dedicated to peaceful social change.

—A call for a national health insurance program, equitably financed, to guarantee the right to good health care for every American.

—Reform of the unfair and inequitable tax system.

—A call for the Administration and Congress to re-examine the projected Defense budget for fiscal 1970 and to turn down the proposed anti-ballistic missile program and, instead, divert the money to the domestic needs of Americans.

Every member of the Teamsters Union general executive board was present at the ALA founding convention and many of them either introduced resolutions or spoke in support of them. Teamster leaders appearing before the delegates along with General Vice President Fitzsimmons were:

—General Secretary-Treasurer Thomas E. Flynn of Washington, D.C.

—Vice President Joseph J. Diviny of San Francisco, Calif.

—Vice President Einar O. Mohn of Burlingame, Calif., director of the Western Conference of Teamsters.

—Vice President Harry A. Tevis of Pittsburgh, Pa.

—Vice President George E. Mock of Sacramento, Calif.

—Vice President Murray W. Miller of Dallas, Tex., director of the Southern Conference of Teamsters.

—Vice President Harold J. Gibbons of St. Louis, Mo., Secretary-Treasurer and acting head of the Central Conference of Teamsters.

—Vice President Joseph Trerotola of New York City, director of the Eastern Conference of Teamsters.

—Vice President Dominick Calabrese of Jersey City, N.J.

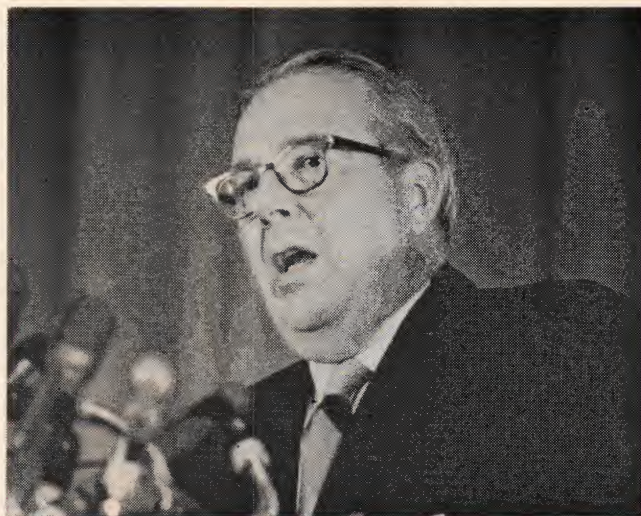
—Vice President Robert Holmes of Detroit, Mich.

—Vice President Ray Schoessling of Chicago, Ill.

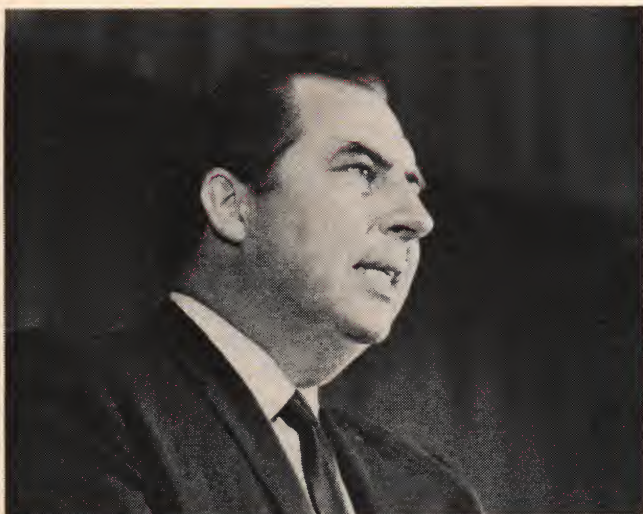
—Vice President William Presser of Cleveland, Ohio.

—Vice President William J. McCarthy of Boston, Mass.

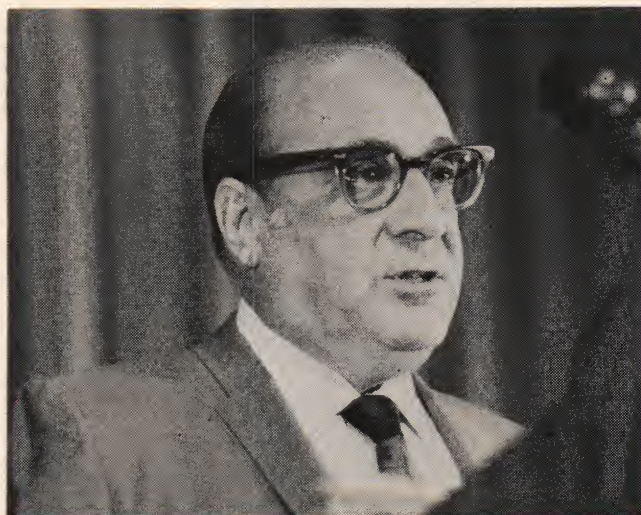
Teamster Officials Introduce Resolutions



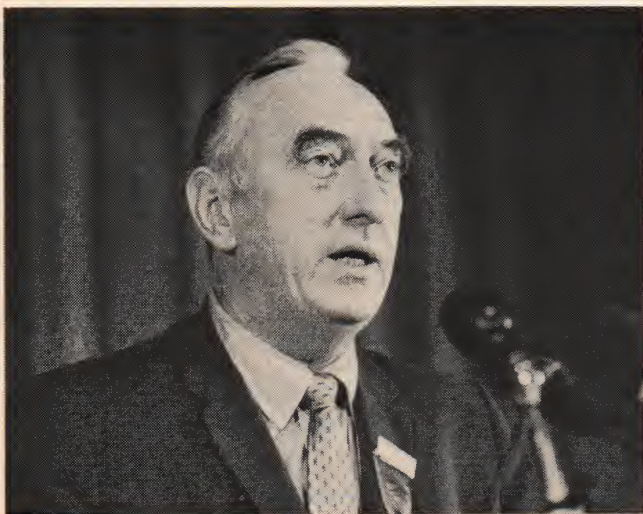
Teamster Vice President Einar O. Mohn introduces a resolution on health care and national health insurance.



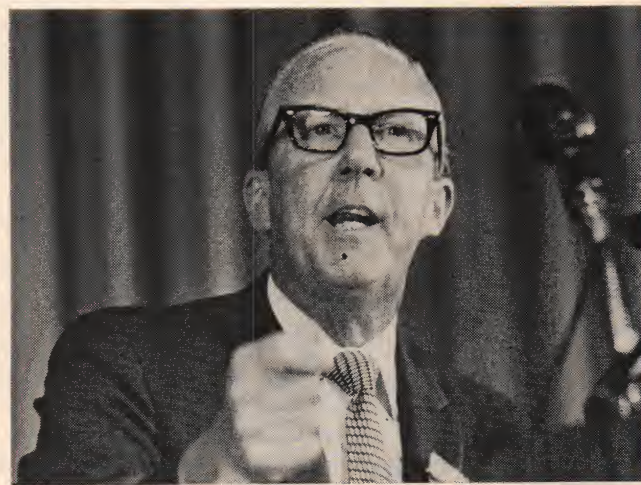
Weldon Mathis, Executive Assistant to General Vice President Frank E. Fitzsimmons, gives a credentials report.



Teamster Vice President Joseph Trerotola reads resolution supporting hospital strikers. ALA gave the strikers \$25,000.



Teamster Vice President Harold J. Gibbons introduced a resolution calling for a moratorium on the ABM system proposed by the Administration.



Teamster Vice President Murray W. Miller introduces resolution on organizing the unorganized.



Teamster Vice President Joseph Diviny.



Teamster Vice President Harry Tevis.



Teamster Vice President George Mock.

Teamster Vice-Presidents



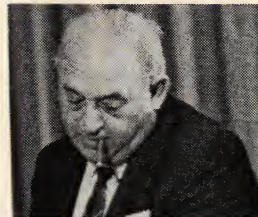
Teamster Vice President Dominick Calabrese.



Teamster Vice President Robert Holmes.



Teamster Vice President Ray Schoessling.



Teamster Vice President William Presser.



Teamster Vice President William McCarthy.

ALA GOES TO WORK



First official action by the Alliance for Labor Action was the presentation of a \$25,000 check to the striking hospital workers in Charleston, S.C. Making the presentation to a representative of the hospital workers is IBT Vice President

Joseph Trerotola, director of the Eastern Conference of Teamsters, as General Vice President Frank E. Fitzsimmons and Walter Reuther, UAW President, look on.

Elected

Flynn Joins Board of Directors Of Union Labor Insurance Co.

THOMAS E. FLYNN, general secretary-treasurer of the International Brotherhood of Teamsters, has been elected to the board of directors of the Union Labor Life Insurance Company.

He was elected at the 43rd annual shareholders' meeting of the company held last week in New York City.

In addition to Flynn, other new directors elected are Arthur F. McGinness, Jr., of the Chemical Bank New York Trust Company; Attorney James F. M. McNulty; and David Sullivan, president of the Service Employees International Union.

Flynn's election continues Teamster representation on the company which is owned and operated by national and international union affiliates.

The late Teamster General Secretary-Treasurer John F. English had served as a director of the company from 1948, until the date of his death.

The company is the largest single underwriter of negotiated health and welfare insurance contracts in the United States.

At the meeting, a special memorial tribute of silence and respect was paid to three former directors, English; Bricklayers President Emeritus Harry Bates; and Postal Clerks President E. C. Hallbeck.

Senator Birch Bayh, of Indiana, was the principle speaker at the meeting. Bayh dwelt at length on the weakness of the present electoral college system which makes it inoperable for 20th Century America.



Teamster General Secretary-Treasurer Thomas E. Flynn, newly-elected director of the Union Labor Life Insurance Company, (fourth from left), is shown at recent company meeting with ULLICO Sr. Vice Pres. Daniel O'Sullivan; Ice Cream Drivers & Employees Local 757 Pres. Peter Clark; Milk Drivers & Dairy Employees Local 338 Pres. Patrick Hart; Milk Drivers & Dairy Employees Sec.-Treas. Luke Kennedy; and Milk Drivers & Dairy Employees Local Pres. Lawrence W. McGinley.

Firings and Threats

New York City Local Wins Case Against Electronics Manufacturer

Agreeing with the trial examiner's findings, the National Labor Relations Board ruled recently that All-Tronics, Inc., of Long Island, N.Y., violated the

law by refusing to bargain in good faith with Teamster Local 868 of New York City.

All-Tronics also violated the law,

said the Board, by discriminatorily laying off 4 workers, threatening and interrogating other employees and by granting a general wage increase.

The company's conduct occurred immediately subsequent to Local 868's demand for recognition and was found to be designed to dissipate the union's majority—leading to the conclusion that the failure to accord recognition arose not from any doubt as to the union's majority status.

It was found that the employer, when faced with the recognition demand, seized upon a steep decline of backlog in filter orders as a pretext for removing John Echezuria, the leading proponent of unionization among the employees.

The examiner further discovered that the employer, to "cloak" his unlawful action, laid off Geraldine Williams, Minnie Williams and Jeffrey Batt—using the backlog decline as a pretext.

Anti-Unionism

The brevity of the layoff of both Geraldine and Minnie Williams and their recall before sufficient time had elapsed to gauge any improved backlog trend revealed the pretextual nature of the employer's conduct, said the examiner. Also, the inference was strong that the employer abstained from recalling Batt because to do so would have revealed the nature of the discriminatory design by leaving Echezuria, the union activist, as the only deposed employee.

A general wage increase granted by the company following the union's defeat in an election and while objections were pending also was held unlawful.

In view of the employer's anti-unionism, the fact that the increase came closely after other increases and that the employer was still faced with the possibility of a second election, was considered to be an effort to further erode union support.

The Board ordered All-Tronics to cease the unlawful conduct, bargain with the union upon request, reinstate Echezuria and Batt, and make whole all 4 discriminatees for any losses suffered.

● Calgary Win

The Canada Labour Relations Board recently certified Teamster Local 362 of Calgary, Alberta, as the bargaining representative for a unit of 13 employees working in the Regina branch of Motorways Van Lines, Ltd.

At Trans International Airlines

IBT Airline Division Certified To Represent Flight Attendants

The Teamster Airline Division has been certified by the National Mediation Board as representative of the flight attendants of Trans International Airlines.

Henry Breen, director of the Airline Division, said the certification followed a request for a check of authorization cards among the company's 200 stewardesses.

A mediator made the check and noted that a majority of the Trans International stewardesses had indeed signed authorization cards, and since they were not represented by any organization he recommended

that the certification be made.

Breen said that since the proceedings were begun, the Trans International flight attendant total has grown to 250.

With this additional group of stewardesses, Breen said, it brings to 1,300 the total of stewardesses represented by the Teamsters Union at various airlines.

Negotiations on a contract have been started by the Airline Division.

● Memphis Win

Warehousemen employed by U.S. Electrical Motors, a division of Emer-

son Electric Co., in Memphis, Tenn., recently voted for representation by Teamster Local 667 in a National Labor Relations Board election.

J. V. Pellicciotti, Local 667 secretary-treasurer, said 20 workers were eligible to ballot. The vote was 11 to 8 in favor of the Teamsters.

● Boston Win

A majority of mechanics employed by Boston & Maine Transportation Co., of Cambridge, Mass., voted for representation by Teamster Local 25 of Boston in a recent National Labor Relations Board election.

International Vice President William J. McCarthy, president of Local 25, said the workers—including stockmen and body men—balloted 12 to 2 in favor of the union.

● Ohio Victory

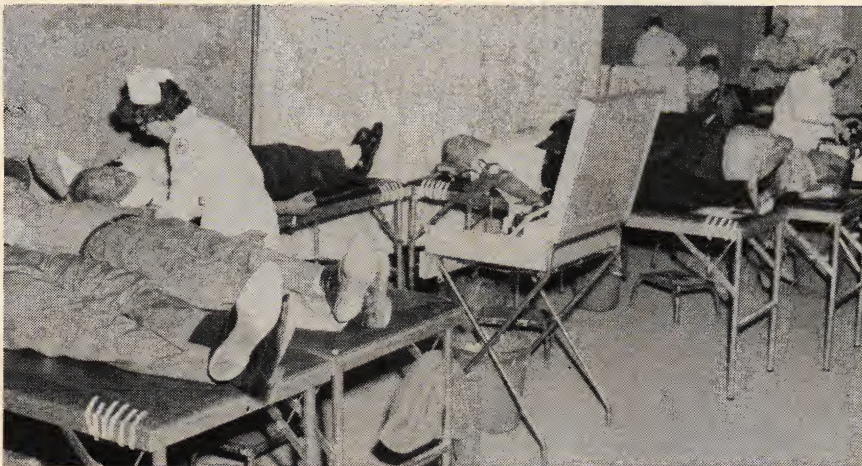
Job setters employed by Standard Molding Corp., of Dayton, Ohio, voted unanimously for representation by Teamster Local 957 in a recent National Labor Relations Board election, according to Cecil Sexton, secretary-treasurer of the local union.

● Detroit Win

Employees of the La Salle Foundry & Machine Co., of Detroit, Mich., voted overwhelmingly for representation by Teamster Local 247 in a recent National Labor Relations Board election.

Stewart A. King, Local 247 business representative, said 16 grinders, molders, core makers and laborers were eligible to vote at the foundry. The tally was 10 to 2 in favor of the Teamsters.

J.C. 41 Blood Donors



In photo above are shown some of the members of unions affiliated with Teamster Joint Council 41 in Cleveland, Ohio, as they gave a record amount of blood during the joint council's 2nd annual 3-day Bloodmobile program recently. Photo below shows a portion of the crowd of Teamsters waiting to be processed. The American National Red Cross collected a total of 1,430 pints of blood to set an Ohio record. Altogether, 2,480 Teamsters Union members appeared to present their arms under the leadership of International Vice President William Presser, president of the joint council.



Teamsters Certified In Canada

Four Teamster local unions have been certified by the Canada Labour Relations Board as the representatives for approximately 500 employees of Soo-Security Motorways, Ltd., operating in 4 different provinces.

Affected by the certification are drivers, warehousemen, mechanics and maintenance men. The representative unions are Teamster Locals 362 in Calgary, Alberta, 395 in Regina, Saskatchewan, 979 in Winnipeg, Manitoba, and 990 in Port Arthur, Ontario.

Raid Beaten

Wilson-Jones Workers Reaffirm Faith in Teamster Representation

By a margin of better than 2-to-1, nearly 1,000 employees of Wilson-Jones, business supply manufacturer, voted to retain Teamsters Union representation in a recent National Labor Relations Board election.

Bob Williams, director of the Teamster Paper Division, said the ballot in which the Wilson-Jones production and maintenance workers turned down the United Papermakers and Paperworkers proved to be a smashing rebuff for the UPP.

The vote was 672 for the Teamsters and 317 for the UPP.

Wilson-Jones workers dumped the UPP 3 years ago when they tired of that union's weak representation and voted Teamster in a Board-conducted ballot at that time. The vote count this time was even more heavily weighted for the Teamsters.

The bargaining unit includes 850 workers represented by Teamster Local 1148 in a Chicago plant, and 350

workers represented by Teamster Local 102 in an Elizabeth, N.J., plant.

Babe Nitka and Ed Masterson, Teamster Paper Division representatives, and Ben Merker, Local 102 secretary-treasurer, credited active in-plant Teamster leaders for the victory.

Williams expressed appreciation for support from International Vice Presidents Ray Schoessling of Chicago, Ill., and Harold Gibbons of St. Louis, Mo.

Beer Contract Approved In Hawaii

A new 3-year agreement that will give members of Teamster Local 996 a hefty wage boost and fringe benefits has been ratified by the production workers of the Hawaii Brewing Co.,

a division of the Joseph Schlitz Brewing Co., of Milwaukee, Wis.

Arthur A. Rutledge, Local 996 president, called the agreement the most beneficial ever negotiated with the company. The agreement also covers engineering and maintenance workers.

Besides stepped pay boosts, the contract provides for increased employer contribution to the Teamster Pension Plan. Effective July 1st, the company will contribute to the Teamster Dental Plan which pays 70 per cent of dental costs for both employees and their dependents.

Vacation schedules and holiday clauses also were improved, including Christmas Eve as a paid holiday.

• In California

By a 2-to-1 margin, employees of the San Diego Janitor Supply & Chemical Co., of San Diego, Calif., voted for representation by Teamster Local 542 in San Diego in a recent National Labor Relations Board election.

Tom Rodgers, Local 542 business representative, said 15 workers were eligible to ballot. The tally was 8 to 4 in favor of the union.

The bargaining unit includes drivers and helpers, warehousemen, shipping and receiving clerks, and inside salesmen.

Large Unit Won by Iowa Local

More than 300 workers at the W. R. Grace & Co., Cryovac Division in Cedar Rapids, Iowa, cast off their old union as they voted for representation by Teamster Local 238 in a recent National Labor Relations Board election.

Harry J. Wilford, Local 238 secretary-treasurer, said production and maintenance workers at the plastics company gave 182 votes to the Teamsters and 119 ballots were marked for the incumbent United Rubber Workers local union. Four votes were marked "no union."

Local 238 responded to the Grace company employees, who expressed a desire for Teamster representation, by filing for the election.

The new unit also includes shipping and receiving workers, warehousemen, janitors and firemen.

Presser Honored



Teamster Vice President William Presser (3rd from left) is shown receiving the Tower of David Award from Bonds for Israel officials at his recent testimonial dinner in Cleveland which raised funds for such bonds. Teamster General Vice President Frank E. Fitzsimmons was feature speaker at the affair.

Receives Award



Salvatore J. Strigari, treasurer of Teamster Local 628's Federal Credit Union in Philadelphia, Pa., is shown receiving an achievement award from Mrs. Josephine Sakovics, president of the Pennsylvania Credit Union League. Strigari gave the keynote speech at the statewide organization's 35th annual meeting.

For Servicemen

Paragon Oil Boycott Started By Local 553 in New York City

Teamster Local 553 of New York City has inaugurated a boycott against Paragon Oil, a subsidiary of Texaco, in support of oil burner servicemen who have been on strike since last December 15th.

Joseph Diovisalvo, Local 553 secretary-treasurer, said the 38 men involved hit the bricks when contract talks on a renewal broke down and the heating oil industry agreement expired. Paragon is the only one of the employers under contract which has not signed the new agreement.

Diovisalvo said Paragon has been using non-union strikebreakers as servicemen and has openly indicated a desire to dump its veteran employees and the union.

Of the 38 strikers, 22 have worked for the company more than 10 years, said Diovisalvo. Ten have worked for the company more than 15 years and 6 have more than 20 years on the job.

Paragon has refused to pay vacation money earned last year and has

stopped payments of employee medical and pension coverage, according to Diovisalvo.

Local 553 urged that union members stop buying Texaco products, turn in their Texaco credit cards, discontinue buying Paragon heating oil, and also let the company know how "you feel about its un-American feudal labor policy."

Honolulu Drivers Okay Pact

Members of Teamster Local 996 recently ratified a new 3-year agreement providing substantial wage increases and improved fringe benefits for drivers employed by 9 trucking companies in Honolulu.

Arthur A. Rutledge, Local 996 president, said the contract guarantees the highest pay hikes ever negotiated

in the Hawaiian trucking industry.

Besides improvements in health and welfare language, vacation scheduling and other fringes, the agreement also establishes an apprentice training and employment security program.

Rutledge said the program will give training to prospective new hires in the trucking industry and will be financed by employer contributions of 5 cents per hour for each hour worked by employees under the agreement beginning next October 1st.

Employer members of the Hawaii Employers Council signatory to the contract are: City Express, Delivery Service, Inc., Mac's Trucking Service, Fujishige Trucking Co., Hawaii Transfer Co., City Wide Transportation Co., United Delivery Service, Percy Lum, and Island Movers.

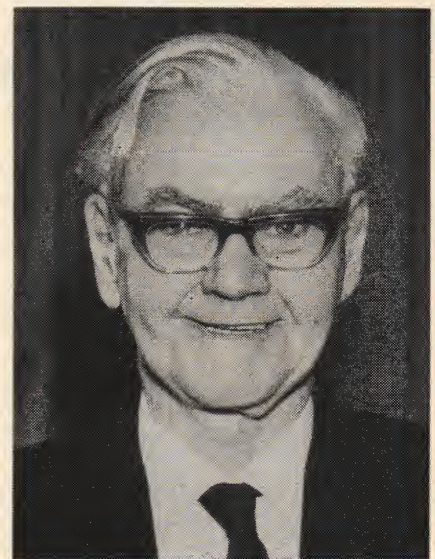
● Arizona Win

Employees of Standard Metals Corp., a copper and zinc mining operation near Kingman, Ariz., voted for representation by Teamster Local 83 of Phoenix, Ariz., in a recent National Labor Relations Board election.

Gene Blake, Local 83 secretary-treasurer, said the ballot was 10 to 1 in favor of the union.

The unit includes drillers, hoistmen, mechanics, electricians, laborers, loaders, and utility men.

Officer Dies



Larry Monahan, president of Teamster Local 731 and recording secretary of Teamster Joint Council 25 in Chicago, Ill., died recently. Monahan first joined the Teamsters in 1933.

Albert Sabin

Veteran Philadelphia Teamster Was Joint Council 53 President

Albert Sabin, long-time Teamster leader in the Philadelphia area, died recently.

Sabin was secretary-treasurer of Teamster Local 463, president of Teamster Joint Council 53, and a member of the Policy Committee of the Eastern Conference of Teamsters at the time of his death.

A charter member of Local 463, Sabin took office as secretary-treasurer in 1953 and served in that job until his death.

Sabin's other activities included the presidency of the Food Council of Philadelphia, composed of local unions having agreements in the food industry. He also was a board member of Deborah Hospital.

At one time he served as president of the Central Labor Union of Philadelphia, representing more than 200,000 union members.

Edward Nangle, secretary-treasurer of Teamster Local 429 in Reading, Pa., and also secretary-treasurer of Joint Council 53, was named to complete Sabin's unexpired term.

Charles Pirolli, recording secretary of Teamster Local 156 in Philadelphia and a trustee of the joint council, was named secretary-treasurer of the coun-



Albert Sabin

cil to complete Nangle's term. William Kaiser, president of Teamster Local 463 in Philadelphia, was appointed a trustee of the joint council.

● Warehousing

A majority of warehousemen employed by Acme Upholstery Supply Co., Inc., of Denver, Colo., voted for representation by Teamster Local 452

in a recent National Labor Relations Board election, according to Don Sutton, secretary-treasurer of the local union.

Labor Gains In High Court Decision

Organized labor won a significant victory when the U.S. Supreme Court recently affirmed by a 7-to-2 vote the right of the National Labor Relations Board to order management to provide the names and addresses of its employees to a union seeking to organize the workers.

Although the Justices were split several ways on the question of proper procedure, the majority opinion definitely held that the Board acted properly in promulgating its requirement in a 1966 case involving Excelsior Underwear, Inc.

The majority opinion observed that the Board had "wide discretion to ensure the fair and free choice of bargaining representatives." The free-choice objective, said the ruling, can be furthered by companies furnishing worker lists to unions and "by encouraging an informed employee electorate."

B.A. Dies



Ralph Vagher, a business representative for Teamster Local 17 in Denver, Colo., for 15 years, died recently. A long-time trustee of the local union, he retired in 1966.

\$15,000 Donated to School By Friends of John English

General Secretary-Treasurer Thomas E. Flynn received a letter recently from Sister M. Shawn, superintendent of St. Coletta School in Hanover, Mass., expressing appreciation for a donation of \$15,000 made in the name of the late General Secretary-Treasurer John F. English.

Sister Shawn wrote:

"It is with tremendous gratitude that I write to you today for the magnanimous memorial donation you have made in the name of John English.

"Your generosity and the response from other Teamster Unions throughout the country, as well as from Canada, have greatly increased our building fund, and a substantial part of the gymnasium will be in memory of Mr. English.

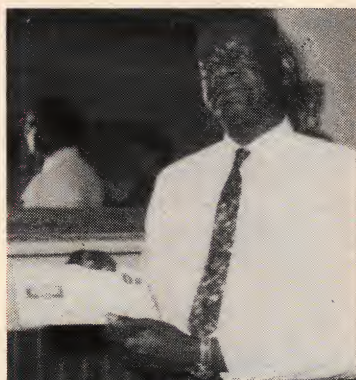
"Richard Cardinal Cushing will announce the beginning of construction, which will be an addition to an existing building, when he is here for a fund-raising event. I will relate to the Cardinal this marvelous memorial given on behalf of the International Brotherhood of Teamsters.

"Each day the Sisters and children pray for our benefactors and you and the other members of your Union will share in those prayers."

Carolina Retiree Pens 'Thanks'

Dear Bro. Fitzsimmons:

I retired recently after 30 years of service. My early days with Old Transportation (later changed to Associated Transport), have



Richard J. Johnson

made me proud to say I was a part of the company before and after the name was changed. The family and I will be able to live comfortably because of you, Bro. Hoffa, members of Teamster Local 509 and members of the Teamsters Union itself. We will be forever grateful to the union for making it possible and a little easier for me to become an old man, still able to provide for his family. God bless you all.

Fraternally,

Richard J. Johnson,
Greenville, S.C.

Chicago Local Has Trained 1,000 Stewards

Teamster Local 743 of Chicago, Ill., has trained 1,000 stewards since the program was inaugurated by Don Peters, president, 15 years ago.

Local 743's steward training program has been conducted through the years in cooperation with the University of Illinois Institute of Labor and Industrial Relations.

Classes are held in labor history, grievance procedures, human relations and communications within the union. Advanced courses are given in contract enforcement, community services, and legislative protection of the membership.

'MOVE' Program

Teamsters, Management Join To Train Workers for Jobs

Teamster Local 542 and some 20 San Diego, Calif., firms engaged in the van and storage industry have been successful in a program known as "MOVE"—More Opportunity Via Education—to provide trained manpower for jobs.

Started 2 years ago, the program operates during the summer period and gives some 250 young men, many of them college students, the opportunity to earn vacation money and at the same time become familiar with a major industry. The result is a good work force for the van and storage companies during the busy summer months.

When MOVE was inaugurated 2 years ago, some 800 students made application. Personal interviews reduced the number to a workable 300. Some dropped out of the program during the course of the summer, but most completed their training with enthusiasm. The trainees spend Saturdays on their own learning the van and storage business.

James S. Barnham, Local 542 secretary-treasurer, said MOVE has ac-

complished its purposes admirably both from the standpoint of giving students well-paying employment opportunities and supplying the industry with manpower at the time it is most needed.

Management, too, is enthusiastic about the program. Jack Pellman, president of Mission Van & Storage Co., and chairman of MOVE, said the training had natural advantages for labor, management and the consuming public.

He said: "Patrons gain by faster, safer moves, the employer gains by having training employees during the busy season and the union benefits with trained, increased numbers of members."

Nick Nicholas, Local 542 business representative, was one of the prime cogs in the establishment of MOVE, contacting all union employers and college placement offices to determine whether such a program would be practical.

Nicholas said Local 542 has received inquiries from many parts of the nation about MOVE.



James Barham (right), secretary-treasurer of Teamster Local 542 in San Diego, and Jack Pellman, management representative and chairman of MOVE, congratulate each other on the success of the van and storage industry training program.



TOP

A Teamster War On Poverty

THE TRANSPORTATION OPPORTUNITY PROGRAM serves Teamster members by offering them the opportunity to increase their earning power and job security by upgrading their skills.

Thus, a freight handler who has bidding rights on driving jobs, or a bobtail driver who has a chance to get on a big rig, can attend TOP on evenings and weekends to learn the skills he needs to qualify for a better job.

This service has been received with even greater enthusiasm than was expected. So far, 176 upgraders have been trained, with several hundred more on the waiting list. Director Don Sanburn indicates greater emphasis will be placed on upgrading in the next TOP contract.

General Vice President Fitzsimmons (left), is conducted on tour of TOP by Joint Council 42 President Ted Merrill and TOP Director Don Sanburn. Fitzsimmons expressed desire that similar projects be established in other sections of the Country. In background are Vice President George Mock and Warren Morse, Western Conference staffer.





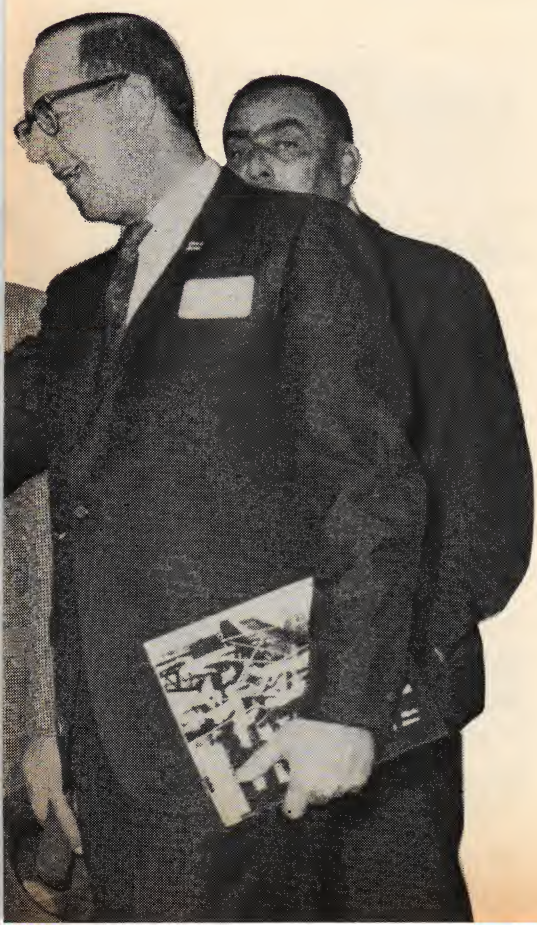
Front-end suspension system fascinates automotive section students. Carlos Gonzales, center, is the instructor.



Tire specialist Jim Jiles, in white coat, teaches students how to operate single-post dynamic balancing machine. Course includes both truck and auto tires.



TOP tune-up instructors removed two six-cylinder and two eight-cylinder engines from worn-out surplus vehicles and mounted them as running equipment in classroom. In far background is Assistant TOP Director Jimmy Rowe.



THERE'S ONLY ONE absolutely standard procedure at TOP: optimism. Curiously, it works.

There was no substantive evidence to indicate it would work. The men who proposed the Transportation Opportunities Program to the Department of Labor could hardly be described as educators. They were Teamsters, many of them school dropouts.

But the idea that truck drivers and service specialists might know more about truck driving and service than almost anybody else appealed to Seymour Brandwein, a top Labor Department manpower specialist. And the idea that a labor union would be the agency most capable of developing job opportunities in the industries under its jurisdiction seemed just as compelling.

These two themes were the heart of a proposal conceived and developed by Professor Fred Schmidt of UCLA's Institute of Industrial Relations in cooperation with Ted Mer-

rill, President of Joint Council of Teamsters No. 42 (Southern California jurisdiction).

The design encompassed two major areas of thrust: training and placement of economically deprived persons in South-Central (a predominantly Negro area) and East Los Angeles, (predominantly Mexican-American) and upgrading the skills and job opportunities of those already employed in the transportation industry.

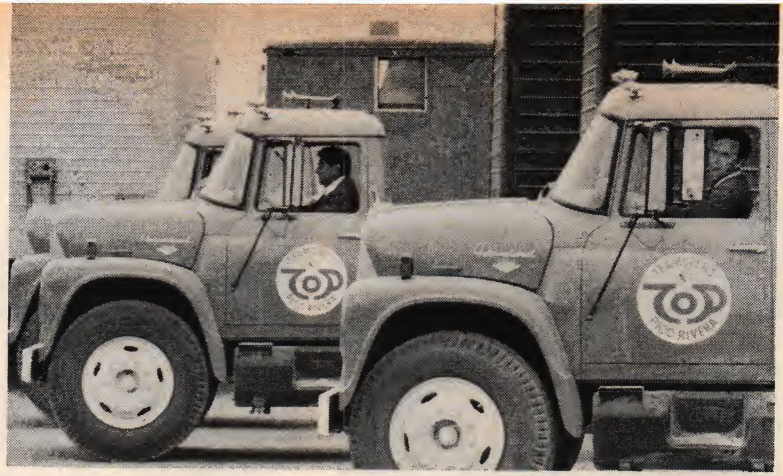
After almost two years of negotiations with various federal agencies (most of them just couldn't see the Teamsters as teachers) Brandwein's confidence in the idea resulted in contracts between Joint Council of Teamsters No. 42 and the Departments of Labor and Health, Education and Welfare under Titles I and II of the Manpower Development and Training Act. The first year's budget was \$1.8 million (including living allowances for trainees).

Problem: Who the dickens could

Morning lineup at TOP has all the appearances of a major freight barn in action. Students are given training in all aspects of freight industry. Some graduates go to work on docks as freight handlers while awaiting opening as drivers.



Robert Patterson, 38, was a Teamster bobtail driver when he enrolled in TOP as an upgrader last summer. After training in the big rigs, Patterson went to work for Hadley Auto Transport, where he makes top rates. Here he returns to TOP for visit with Chief Counselor Carl Conn, who worked with him during training.



Heavy emphasis is placed on basic English for TOP students with language problems. Lessons are couched in terms appropriate to the work students will be doing after graduation. Here basic education instructor Ben Torres uses translation machines to help Spanish speaking students with English.

develop and direct such a program?

He had to be a Teamster. He had to be an expert in public administration. He had to be absolutely committed to the principles of equal opportunity and to the conviction that dramatic changes, not only in job skills but in life styles, could be accomplished in relatively short periods of time.

He turned out to be Donald D. Sanburn, a Teamster of 16 years, a lanky, long-faced, ex-Coke driver who decided at the age of 34 that he didn't have enough education. He won a bachelor's degree in political science from Cal. State Fullerton, going to school at night. He won a highly coveted scholarship to the Claremont Graduate School which resulted in a master's degree in Government and Public Finance. When the Teamsters recalled him from academia he was well on his way to a Ph. D.

Because TOP was an entirely new concept, outside the traditional discipline of educators, and outside the pattern of most war-on-poverty programs, the project began from

flat scratch. A board of Directors was developed, headed by Merrill and composed of other Teamster leaders. Later, representatives of minority communities and public officials were added.

A 30,000-square-foot building, previously occupied by an electronics firm, was leased in Pico Rivera. The massive task of equipment and supply acquisition was begun. And Sanburn started the all-important undertaking of gathering a staff.

For instructors and job placement officers, he chose old pros—Teamsters with million-mile safety records, top service specialists from top firms, men who knew their union and their industry. There were only two requirements: master skills and enthusiastic endorsement of TOP's concept. Never mind if they weren't teachers. Never mind if they hadn't finished high school. All the better if they were black or brown or yellow.

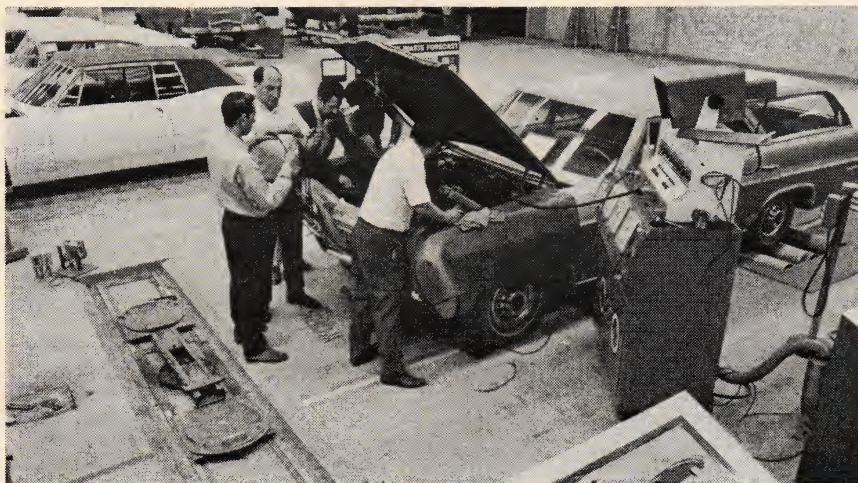
For remedial education teachers he combed the other poverty programs. For counsellors he mercilessly raided the public agencies

If you're going to drive them you have to know how to hook 'em up. Instructor Bill De Horney (left) shows truck driving students release mechanism of the fifth wheel.





Instructor Harold Yoon (left), a veteran over-the-road Teamster, shows TOP student fine points of shifting diesel rig. TOP has 13 rigs running entire gamut of rolling stock in use today.



Diagnostic lane, latest development in service center equipment, checks 117 separate functions of auto in course of few minutes. TOP graduates who have learned diagnostic work are much in demand on job market.

such as probation and welfare departments. For clerical and office help he went to community placement agencies. Emphasis was placed on bi-lingualism.

The first students arrived in August, 1967. Ethnically, they broke down about 40 per cent Negro, 36 per cent Mexican-American, 19 per cent Anglo, 5 per cent other. Their average grade achievement level was 5.5. Almost all had arrest records, many had felony convictions. They were unemployed then, their pre-

vious employment records spotty, and their previous earnings had seldom risen above the \$3,000-\$4,000 bracket.

In short they were the people the entire nation was concerned about: the "hard-core unemployed," the "under-employed", the "unemployable." All phrases, incidentally, which Sanburn rejects out-of-hand with certain four-letter apothegms known only to truck drivers who have thrown rods on the way back to the barn.

TED MERRILL, President of Joint Council 42, founder of TOP and Chairman of its Board was asked to assess the project's first two years. This was his reply:

"Like any pioneer project, TOP has presented many problems we did not anticipate at the outset—personnel problems, community-relations problems, industry-related problems, union-related problems. There have been budget crises, equipment crises, legal crises.

"But I'm convinced TOP has solved more problems than it has created, especially in terms of human lives.

"The day is gone when labor unions can deal only with wages, hours and working conditions. Our responsibility today includes not only the problems of our members, but of their communities and their nation. We feel TOP is making a measurable contribution to the solution of some of those problems.

"The acceptance of TOP graduates by employers and our member locals is good. We are presently exploring ways to make it better. One day we expect to see a TOP certificate tantamount to a job guarantee.

"In the meantime, we plan to grow and to improve. If other Teamster organizations are interested in starting similar programs, my staff and the TOP staff will do everything they can to help."

Sanburn has a theory. In fact, everybody at TOP has it:

Babies are born with very similar potentialities for development. As their lives unfold, the great differences in their achievements and adjustments are due, not to inherited traits, but to the differences in the ways they are treated by their parents, their teachers, the world. Those who are expected to fail generally fail; those expected to succeed often succeed.



Jose Sanchez, one of TOP's most popular graduates, is shown celebrating son Louis' 10th birthday with wife Ernestina and other Sanchez children. For details of tragic aftermath of this picture, see accompanying story.

AT TOP, EVERYBODY IS EXPECTED TO SUCCEED.

Let's take a look at the record.

Of more than 820 graduates to date, more than 85 per cent have been placed by TOP in the industries they were trained for. Statistics on the other 15 per cent are incomplete but many are known to have found training-related jobs on their own. Average hourly earnings for truck driver graduates is \$3.73, for automotive graduates \$2.83.

The job development task was a colossal one. It meant breaking the long-established hiring patterns of entire industries. It meant overcoming the reasonable skepticism of concerned local unions. Most difficult, and perhaps most important, it meant convincing men who had never had reason to hope that they could and would succeed in the economic mainstream of American life.

More than 500 companies have been contacted by TOP job placement officers. Success (i.e. the initial placement, an opportunity to show what TOP graduates can do) seldom comes on the first visit, or the second, or the third . . . Problems of hiring hard-core trainees cannot be glossed over. Problems such as higher personnel turnover, instability, poor work habits, language problems.

These problems are real. But they are not necessarily eternal. This is the way TOP Job Placement Director Gene Geary puts it to the

potential employer:

"We offer you an organized pool of entry workers. By availing yourself of this resource you benefit your company, your industry and your country. Your company by the development of a long-term, stable, well-trained work force. Your industry by the establishment of a standardized training agency, geared to new techniques and equipment, geared to upgrading and retraining of your present employees. Your country by the reduction of social and economic problems which aggravate our consciences, our neighborhoods and our tax assessments."

Many employers are quite willing to face the initial problems if there is real promise of developing a good employee. TOP's track record proves that promise is real.

For the Trainee at TOP the problems are equally real. The work is hard, the demands are great, the challenge unlimited. But when the reward is a new life, problems fall into perspective.

What's ahead for TOP?

IBT General Vice President Frank E. Fitzsimmons addressed the entire staff on a recent visit to Pico Rivera.

"You have proved this program works," he told them. "I foresee the day when projects like this will exist in every major Teamster center in the country."

JOSE SANCHEZ came to TOP on September 3, 1968, all five feet of him. His language problem was severe. Although born an American citizen, he had lived in Mexico from infancy to 21 years. When he returned to the U.S. he lived in the barrio, where little English was spoken. He had never attended an American school, and he was on public assistance; a thing Jose Sanchez didn't like.

In the last 17 years since he returned to the United States, he had been able to find only sporadic work in the packing sheds, as a scraper and as a construction helper. His best year's income had been \$4,200.00. This to support his wife Ernestina, and their six children.

Sanchez didn't find TOP easy, but he found it good. He learned brakes and wheel alignment. He learned to speak a lot more English. He was elected Student Council President.

He graduated in January of this year. Two weeks later he was hired by General Tire. His work was good and his earnings rose to more than \$200.00 a week.

He was chosen, as a typically successful TOP graduate, for an interview for this article. He talked about his wife, his children, his job and his future. He was especially anxious to see the pictures that were taken of him with his family.

He considered TOP the turning point in his life, and he told of referring friends to the program. He talked about his plans for a new car.

On the Saturday before this article went to press, shortly after he got off work, Jose Sanchez was killed in a freeway accident while on his way to his home in Highland Park.

It seems such a terrible loss to us all.

DRIVE REPORT

DRIVE Goes to Local 523 Stewards' Dinner



Odell Smith, President of Joint Council 92 (left); Josephine Hoffa, National President of DRIVE Ladies Auxiliaries; and R. K. Lunday, secretary-treasurer of Local 523, enjoy a lighter moment during DRIVE's visit to Local 523's stewards' dinner, in Tulsa.

Charles Murphy, DRIVE director for Joint Council 92, addresses Local 523 stewards' dinner while Josephine Hoffa and R. K. Lunday listen. DRIVE was the feature of the evening for the Tulsa local union.



Carlos Moore, national DRIVE director and Teamster national legislative director, addresses stewards dinner, during DRIVE's recent visit to Local 523, in Tulsa, Oklahoma.

A Close - Up Look at the Chairman of

A man could win a lot of bets in Texas by asking which man, running for a major office, had the largest margin of victory in Texas in the past 12 years.

The answer is Ralph W. Yarborough, Texas's senior senator and the chairman of the Senate Labor and Public Welfare Committee.

Many people in Texas have the impression that Yarborough just barely wins in his races for the Senate. Election figures tell a different story.

Senator Yarborough was first elected to the Senate in April, 1957, in a special election. In November, 1958, he ran for re-election and won 74.6 per cent of the votes. No man running for Senator, Governor or President in the past 12 years has rolled up that high a percentage of the votes in Texas.

Yarborough ran for re-election again in 1964 and won with 56.2 per cent of the votes. Most political observers would call a 55 per cent vote a landslide, but not in Texas when the man getting the vote is Ralph Yarborough.

These figures are all a matter of public record, but such is the ongoing campaign in Texas against Senator Yarborough that many people refuse to acknowledge these figures.

Popular with People

As recently as early May, 1968, a Texas newspaper made reference to Senator Yarborough's "narrow victory" in 1964.

While certain groups in Texas do not want to face the fact, Ralph Yarborough is a popular man with the people—the working men and women in Texas, the middle and low income groups.

These people—and they are a sizable majority of Texans—don't care what the country-club set thinks of Senator Yarborough. They know he is their champion. He's proven it time and time again.

Now, in the 91st Congress, Ralph Yarborough has the greatest position of power he has had in his 12 years in the Senate. He's become chairman of the Labor and Public Welfare Committee, the ranking Democrat on the Senate Post Office and Civil Service Committee and a member of the powerful Senate Appropriations Committee.

With this base of operations, Senator Yarborough can fight for what he calls "people causes" with new muscle.

Senator Yarborough, who was chairman of the Labor Subcommittee of the Labor and Public Welfare Committee, will be in an even better position to help labor now that he is chairman of the full Committee.

The Labor and Public Welfare Committee has importance to the working man and woman well beyond its responsibility for labor legislation.

The committee has been described as one of the most powerful forces for progress in the entire nation. President Johnson said that the committee is responsible for 80 per cent of the Great Society programs which were enacted during his Administration.

The Senate Labor and Public Welfare Committee has jurisdiction over all health and education legislation and many veteran matters.

A Phone Call

As chairman of the full committee, Senator Yarborough can keep in close touch with all these matters along with those directly affecting labor.

A recent incident involving a federal narcotics center in Fort Worth, Texas, illustrates the powers of a committee chairman, particularly the Labor and Public Welfare Committee.

The Department of Health, Education and Welfare was prepared to close the Narcotics Research and treatment hospital. A group of doctors were on their way to Ft. Worth to announce the closing date when Senator Yarborough got wind of what was happening.

A phone call by Senator Yarborough to Secretary Robert Finch of HEW and the doctors in Fort Worth never announced a closing date. Now, Senator Yarborough is conducting hearings on the value and merits of this hospital, one of just two federal narcotics research and treatment centers in the nation. Concerned about drug abuse, Senator Yarborough is seeking more ways to fight this problem.

Republican Senators as well as Democrats are now joining Senator Yarborough in this fight to save the hospital. Even some Republican of-



Sen. Ralph Yarborough

ficials in the Justice Department have stated the need for the hospital.

This is just an illustration of the battles Senator Yarborough has faced and will be facing. One of the biggest stumbling blocks he has encountered in getting things done for the people is the federal budget.

"Passing a law to afford opportunities for people is too often just part of the battle here in Washington," Senator Yarborough said. "After an authorizing law has been passed by Congress, there follows a fight for funds. Even when Congress votes money for a program, we often see these funds blocked by some bureau or agency of the executive department."

The Administration has made drastic cuts in funds authorized for health, education, libraries, construction of hospitals and college facilities. Senator Yarborough, in speeches in Texas, in Florida, in New York, has denounced these cuts. He speaks out regularly against a system of priorities that puts the health and education needs of the people way down on the list.

A long-time champion of education legislation, Senator Yarborough is now working on health matters and is chairman of the Senate Health Subcommittee.

He explained that he took the chairmanship of the Health Subcommittee "because America lags behind many modern nations in health." Senator

Senate Labor Committee - Sen. Yarborough

Yarborough said he is chairman of the Health Subcommittee because "I want to tackle what I believe to be the biggest domestic problem in this country today."

Senator Yarborough wants to make good health care a major goal of this country. And he makes a distinction between health care and medical treatment. "We don't have health care in this country, we have medicine for money," Senator Yarborough said.

This will be a hard fight, but Senator Yarborough is used to hard fights. He pushed through the Cold War GI Bill and the Bilingual Education Act against strong opposition.

Some of the people charged with carrying out these laws and the men in the budget bureau who allocate funds are still less than enthusiastic about these bills, but Senator Yarborough continues to press for the necessary funds.

Senator Yarborough led a tough and successful floor fight in 1966 for the \$1.60 an hour minimum wage. That bill expanded coverage of the Federal Wage and Hour Law to millions of workers who had never had the protection of federal law before.

Tough Physical Labor

Senator Yarborough learned early in life that things do not come easy, a lesson which paid off in his fight for his education bills, for the increase in the minimum wage, for other legislation and for election and re-election.

The Senator was born in the small East Texas town of Chandler. In his early years, he did hard labor in wheat fields and oil fields. He knows what it is to earn a living with tough, physical labor. He graduated from the University of Texas School of Law with highest honors and was a practicing attorney and judge before entering the Senate, but has never forgotten his early work experience. This explains not only the strength of his character, but his determination to help working men and women.

Senator Yarborough foresees the possibility of even tougher legislative battles ahead. He knows there are many in government, in the administration and in Congress, who would like to undo much of the progress labor has made in the past 30 years. He is aware that the National Labor Relations Board is the target many

foes of labor will zero in on the first chance they get.

Speaking of the NLRB, Senator Yarborough once said, "In three short decades this agency and this law have helped achieve a great measure of labor peace in our society and they have further served the public interest by protecting the legitimate rights of individual workers, employers, and unions alike."

Senator Yarborough is firm in his belief that the NLRB should not be weakened or destroyed under any reorganization or revamping scheme.

There is great danger, Senator Yarborough said, that if there is a change in the control of either the House or Senate or both after the 1970 elections one of the first proposals to be pushed through will be a change in the NLRB or an attempt to establish a so-called Labor Court.

In his present position, Senator Yarborough has great powers to fight this or any anti-labor legislation.

Positive Approach

However, Yarborough is a man who would rather fight for things—for good laws—rather than merely against bad legislation. This is why he is not sitting back waiting to be just an obstructionist to bad legislation. He has taken the initiative, as he has through his senatorial career, and is working to pass progressive legislation.

Senator Yarborough has introduced a bill to improve the medicare program by eliminating the \$50 deductible provision in one section and to have prescription drugs covered by medicare. He has a bill to increase the personal exemption in the income tax laws from \$600 to \$1200. He is busily pushing his bill to create a 10,000-acre Big Thicket National Park in Southeast Texas. He has joined with Senator Edward Kennedy of Massachusetts in sponsoring a draft reform measure.

Senator Yarborough is pushing a whole series of bills to improve the life of retired people and to make conditions better for future retirees. He is a leader in the fight for consumer legislation.

The large package of bills the Senator has introduced in the 91st Congress illustrates his belief that Congress needs to play a bigger role in devising new legislation. He thinks

Congress should not wait for programs to be presented from the Executive branch of the government. Senator Yarborough has always operated with this thought, but he now sees that it is imperative for Congress to be more active in producing needed proposals and programs.

"It's now obvious that if we are to get the type of legislation needed by the working people, Congress must take the initiative," Senator Yarborough said. "Congress must provide the leadership in getting these measures passed."

The late John F. Kennedy once said, "This is no time for timidity or doubt. This is a time for boldness and energy. This is a time for stouthearted men who can turn dreams into reality."

Kennedy said those words in 1960, but the need for such stouthearted men is just as great today. Senator Yarborough is such a man, a man with the boldness and energy to turn dreams of the working man into reality.

Hawaii Maddens Grape Men

The Hawaii legislature, heavily Democratic, recently passed a resolution urging Hawaiians to boycott California table grapes.

The resolution was in support of California migrant farm workers who are fighting the grape growers' resistance to unionism.

Inasmuch as Hawaii's farm workers are heavily organized—both by the ILWU and the Teamsters—it was only natural for the Hawaii lawmakers to take the action they did.

California grape growers, however, were incensed by the hula hoop thrown at them and hired a high-powered public relations outfit to urge Californians to eat beet sugar instead of Hawaiian cane sugar, and also to eat oranges instead of pineapples.

As though that were not enough, the grape growers' drum beaters also are trying to persuade Californians to cancel any plans for a vacation in Hawaii.



SPOTLIGHT ON Legislation and Politics



- Bill on Union Fines

Sen. Sam Ervin (D-N.C.) has introduced a bill making it an unfair labor practice for a union to fine members for going through a picket line. If adopted, the measure would nullify a recent Supreme Court decision upholding a union's right to fine picket line breakers.

- Junior Goldwater Wins

Barry Goldwater, Jr., won election to Congress from California with ease in a special election to select a successor to Republican Ed Reinecke who resigned his House seat to take the lieutenant governorship. Young Goldwater, 30-year-old Republican, won 57 per cent of the District vote.

- Labor Legislation

Presidential advisers are reportedly drafting a series of liberal-looking labor bills. The Labor Department, for example, has come up with an improved unemployment compensation plan. Labor Secretary Shultz also has been working on a comprehensive manpower training bill.

- Appointments Awaited

Two major federal agencies still awaiting new bosses are the Office of Federal Contract Compliance and the Equal Employment Opportunity Commission. Clifford Alexander, Jr., recently quit as chairman of the EEOC.

- Hula Ombudsman

Hawaii is the first of the 50 states to officially name a full-time ombudsman—a sort of grievance commissioner to handle the complaints of citizens. Sweden began the system in 1809 and it has spread to several countries.

- Boycott Bill

Rep. S. Fletcher Thompson, Georgia Republican, has introduced a measure that would outlaw product boycotts by eliminating any exemption where the purpose is to preserve work for union members. He also proposed another amendment to strike out "hot cargo" exemptions granted in the construction industry for work done on job sites.

- Baseball Proposal

Prompted by the fact that the American League refused to rehire 2 umpires who tried to form a union last year, Rep. Clement Zablocki (D-Wis.) has introduced a bill to strip organized baseball of its immunity to anti-trust laws. He said baseball profits have made the owners callous to the wants and needs of both the fans and the players.

- Drug Battle

The Food and Drug Administration and the nation's drug manufacturers continue to clash over the medical merits of certain combination drugs. The FDA has called for withdrawal from the market of 100 antibiotic products. The industry fears not only the precedent of the action but the profit loss.

- Foundation Halter

The House Ways and Means Committee has been considering a plan to limit the freedom of tax-free foundations to make study grants to individuals. The purpose would be to provide an additional check on the uses foundations make of their money if they are to retain their tax-exempt status.

- Unexpected Problem

The Washington political scene has been buzzing about a sudden unexpected problem facing President Nixon—a harder-than-ever-to-get-along-with Sen. Everett Dirksen of Illinois. The Republican Minority Leader has been increasingly opposing the President's wishes.

- Lengthy Biography

Sen. Sam Ervin of North Carolina holds the dubious record of having the longest biography in the congressional directory. It spills over to a second page in the 1969 directory.

- California Coincidence?

Backers of the so-called "right-to-work" movement in California recently purchased the house leased by Gov. Ronald Reagan. The governor, long a vocal supporter of RTW, will continue to live in the house while paying \$1,250 a month rent.

● Who Do You Believe?

Coming out of the opening session of the recent business council of the nation's leading corporate executives were seemingly conflicting views of the country's economic condition.

Commerce Secretary Stans addressed the big business barons and told them the Administration had won half its battle against inflation.

But a panel of top business economists at the same meeting announced their conclusion on the same day that the economy will exceed government estimates for 1969 with rising prices and stepped up inflation.

The economists predicted prices will rise by at least 3.9 per cent this year—cutting the economy's real growth in half.

● Merger Peril

Litton Industries, Inc., giant conglomerate firm, announced the closing of its large Royal Typewriter Co., plant in Springfield, Mo., as a strike of Allied Industrial Workers entered its third month recently.

Litton Industries took over Royal in a "merger" move about 4 years ago. If the shutdown stands, more than 1,000 workers will be out of jobs.

An AIW spokesman called the Litton action an example of "callous disregard" for the rights of workers and the welfare of the Springfield area.

● Food and Drink Jobs

The Labor Department says restaurants and bars comprise one of the fastest-growing industries in the nation and may employ as many as 3,000,000 workers by 1975.

Restaurant-bar employment stood at more than 2,000,000 in 1968 with sales exceeding \$25 billion. Sales have gone upward 80 per cent in this industry in the last decade with employment climbing 50 per cent in the same period.

● Negotiated Wage Gains

Negotiated wage increases for all industries reached a high of 19.8 cents an hour in the first quarter of 1969, according to The Bureau of National Affairs, Inc., a private reporting service.

The mark was 4.5 cents higher than in the same period during 1968 and 6.9 cents above first-quarter 1967. BNA made the determination on an analysis of 730 contract settlements.

A breakdown of the figures showed non-manufacturing industry settlements had a median wage increase of 24.7 cents. Manufacturing settlements amounted to a median increase of 18.4 cents.

● Joblessness by Area

A Labor Department survey reveals that the West and the South have the highest unemployment rates while the Northeast and the North Central part of the nation have the lowest jobless rates.

Massachusetts and Illinois had the lowest jobless rate at 2.9 per cent. California had the highest unemployment rate with 5.1 per cent.

● Employers Flout Law

Employers in the United States last year failed to report to the U.S. Treasury more than \$339 million withheld from the paychecks of workers as required by law.

An annual inventory on delinquent taxpayer accounts shows that the illegally kept withholding taxes in 1968 represent an increase of 32 per cent over the previous year.

Taxes deducted from the pay envelopes of workers by their employers do not belong to management but to the government.

● RTW in Missouri

"Missourians for Right to Work, Inc.," are hard at work in the State of Missouri—but with a different approach.

The RTW group is engaged in what Missouri labor leaders describe as "subtle and effective union-busting operations."

The organization injects itself into union problems with spurious "freedom of choice" committees to undermine the established representative of workers.

● Union-Made Bats

In the period between Grapefruit league training games and the start of the regular baseball season, union-made bats were at a premium as 400 members of the United Steelworkers went on strike at Hillerich & Bradsby, world's largest manufacturer of baseball bats.

The workers stayed off the job at the Louisville, Ky., plant for 7 weeks and returned to production only after they had won their dispute.

● Campaign Capitulation

Findings by the Citizens Research Foundation show that the general election campaign was costly for all candidates and the major political organizations.

CRF said preliminary studies show that the Republicans laid out an official \$29.6 million in the

election skirmish last year while the Democrats spent \$12.6 million officially.

Last year the major parties had to spend 74 cents per vote for every vote cast in their favor—compared with 52 cents per vote in the 1964 Presidential election.

● Profit Margins

Petroleum refiners led profit margins of manufacturing corporations in fourth-quarter 1968 with 10.3 cents per dollar of sales, according to the SEC and FTC.

Other high margins were 9.7 cents in drugs, 8.5 cents in instruments and related products, and 6.9 cents in primary nonferrous metals.

Computed as an annual rate on stockholder equity, the drug industry was front runner with 18.9 per cent in the final quarter of 1968. Motor vehicles was second at 18.5 per cent.

● Air Traffic Up

Domestic scheduled airlines carried almost 11 per cent more passenger traffic during the first quarter of this year than in any previous first-quarter period, according to the Air Transport Association.

Eleven trunk airlines carried 20 billion revenue passenger miles, a 10 per cent gain over the first quarter in 1968. Nine local service airlines, meanwhile, increased their passenger traffic 21 per cent to nearly 1.4 billion revenue passenger miles.

Three helicopter airlines suffered a 46 per cent decline in the same period to nearly 3.8 million revenue passenger miles.

● Price Index Jumps

Wage earners were shocked to find their suspicions confirmed by a Labor Department report that the Consumer Price Index increased 0.8 per cent to an annual 9.6 per cent rate during the month of March.

The March jump left the CPI 5.1 per cent higher than in the same month last year.

Government analysts were quick to predict that in the coming months it is unlikely there will be any such big jumps in the CPI. The price rises in March, however, were widespread and general—considered a bad omen by some economists.

● Plumbing and Price Fixing

Some of the nation's largest manufacturers of plumbing fixtures face billions of dollars in damage suits by customers who bought their equipment at what a federal court jury recently decided were illegally fixed prices.

Nearly every state and numerous cities already have filed suits seeking treble damages against Borg Warner Corp., American Standard Corp., and The Kohler Corp.—all convicted of price fixing—and a dozen other companies that pleaded no contest to the charges. Federal law provides the treble damage recourse for consumers.

Justice Department officials said that besides state and local governments, other major purchasers of

plumbing fixtures are expected to file suits. The price-fixing period was between 1962 and 1966.

● Meat Prices Zoom

As every housewife knows, meat prices have been zooming upward to the extent that they are a prime factor in the rising cost of the market basket.

The Agriculture Department says the meat price increase is in spite of the fact that there are abundant supplies of livestock. Higher prices—says the bureau—are the result of more people being willing to pay more money to eat more beef.

● Gratis Work

An estimated 900,000 persons work full-time a whole week for no gratuity, according to the Labor Department.

A study of volunteer workers in a typical week shows that some 22 million Americans (1 of every 6 aged 14 and over) do some kind of volunteer work for education, welfare, health, church, or other public service.

● Corporate Profits

After-tax profits of manufacturing corporations in the United States jumped 14 per cent during the fourth quarter of 1968, according to a joint report from the Securities and Exchange Commission and the Federal Trade Commission.

Before-tax profits also increased about the same amount.

Profit margins—profits per dollar of sales—in the fourth quarter increased from 4.9 cents to 5.2 cents on an after-tax basis and were unchanged from a year before.

● Working Mothers

The Women's Bureau of the Labor Department reports that around 10,600,000 women with children under 18 years of age were working in March, 1967.

The Department said nearly 2 of every 5 working mothers had youngsters under the age of 6, and the total of such children was 4,500,000.

It was further estimated that 5,300,000 mothers aged 20 to 44 with children under the age of 5 would be in the labor force by 1980.

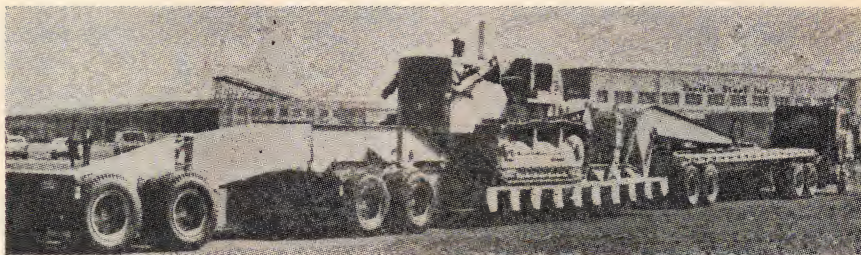
● Situs Picketing and RTW

The National Right to Work Committee has inserted itself into the picture on the situs picketing bill before the House Special Labor Subcommittee.

Spokesmen for the group proposed an amendment to H.R.100 to provide that no construction employee could be compelled to join or pay money to any union, political party or other private organization.

WHAT'S NEW?

Triple Sectioned Low-Boy Trailer



The three-piece sectioned trailer pictured above, is specifically designed for heavy duty hauling jobs. It utilizes a 97-foot overall length and 159,000 gross cargo weight with a self steering rear bogie to allow for the hauling of such bulky items as heavy equipment, single piece construction and the like.

Hydraulic goose necks in each of the three sections permit easy removal of the sections which may be combined into one regular length trailer for the return trip. This eliminates the need for special permits for the return trip.

Other features include equalization of loading on all axles and adjustable deck height for road clearance problems.

Puncture Seal

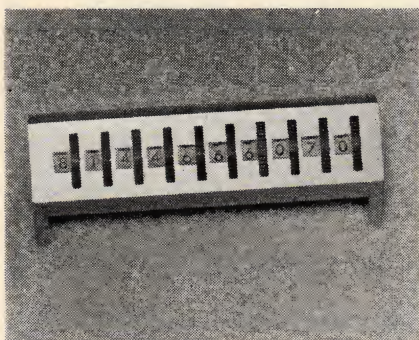
A leading chemical research firm has developed a puncture sealant which they claim will virtually eliminate the possibility of flat tires on truck fleets and passenger autos. In operation, the chemical performs a second function by reducing the amount of tire-wear caused by heat penetrating to the inner-surfaces of the tire.

The chemical is installed in a simple procedure which, the company claims, takes only minutes to perform. The first step is to remove the valve core and deflate the tire. After pumping in the required amount of the sealant, the tire is inflated again and rotated so that the chemical can coat the entire inner-surface of the tire.

If and when a puncture occurs, the chemical forms fibers which cling to the penetrating object reducing the air loss. The tire is automatically repaired when the puncturing object is removed, the hole is sealed and permanently air tight.

The sealant is unusually adhesive and, when injected into a tube or tubeless tire, it spreads a protective coating throughout the tire. The sealant is also guaranteed to eliminate flats caused by slow leaks, rim or bead leaks.

Memory Aid



Have trouble remembering numbers? Most of us do.

This adaptable little device makes it a lot easier for those of us who are uncontrollable scribblers or use small scraps of paper for recording those important phone calls etc.

It is approximately 1 1/4" in diameter and 5" long and manufactured in brightly colored plastic. It attaches to a standard desk telephone by means of a plastic clip.

Non-Cutting Windshield

Described as "the most significant safety breakthrough in thirty years," a new safety windshield has been designed and tested for use in at least one major automobile line by 1970. The glass is designed to reduce the possibility of facial lacerations upon impact.

It uses a unique, thin, chemically-treated inner pane. When struck, it breaks into tiny, blunt-edged granules which will not penetrate.

The inner pane is bonded to an extra thick plastic interlayer which acts to cushion the force of impact, with the outer pane of glass shattering first. This permits the interlayer to balloon which protects against penetration by the shattered outer layer.

Crash tests, using unrestrained dummies with a special layer of simulated skin, failed to record any laceration.

The new windshield is much thinner, and about thirty percent lighter in weight than a typical unit. One of the resulting fringe benefits of the lighter weight: faster defrosting.

Liquid Gauge

This device is designed to measure and sample stored liquids and, as claimed by its designer, it is as easy to use as the old wooden dip stick.

The gauge is made of heavy duty aluminum tubing with an unbreakable plastic liner. The valve on the bottom of the gauge is manually operated by the telescopic extension handle. The manufacturer claims it will measure tanks up to 16 feet deep and will take samples from depths of up to eight feet.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Read The Label

A recently released sociological report noted that at a selected meeting of a local women's club, in which the women filled out a questionnaire, revealed that: 25% wore rouge, 35% tinted their hair, 80% had been to the beauty parlor that week, 90% wore nail polish, 85% wore eye shadow, 75% plucked their eyebrows and 10% wore false eyelashes or other cosmetic camouflage.

The subject under discussion at the meeting: "Deceptive packaging."

Think!

A resourceful college student who came into his final exam without studying came up with the following answer when faced with the question, "How would you measure the height of a building using an aneroid barometer?"

"I would take the barometer," wrote the student, "attach a long length of rope, and lower it from the side of the building until it reached the ground, then measure the rope."

In The Dark

One bright summer Saturday afternoon, a motorist noticed two small children walking in front of a movie theater. The first was leading the other by the hand, while the second kept his eyes tightly shut.

"Whats the matter," inquired the motorist, "has he hurt his eyes?"

"Oh no," answered the first child, "we do this every Saturday. On the way to the theater he keeps his eyes shut, when we get inside, he takes my hand and finds us both a seat."

Complications

The plant foreman received a phone call early one morning from one of his production men.

"Boss, I won't be in today," said the voice at the other end of the line. "On my way to work this morning, a car ran over my lunch."

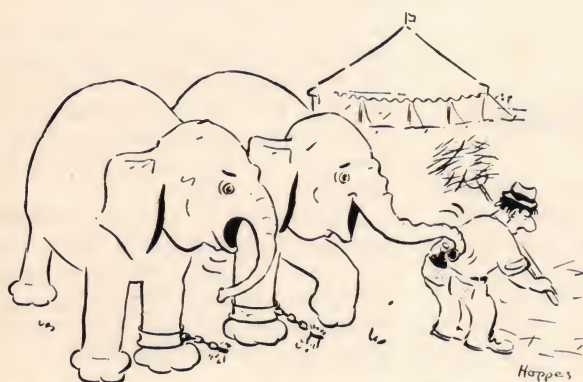
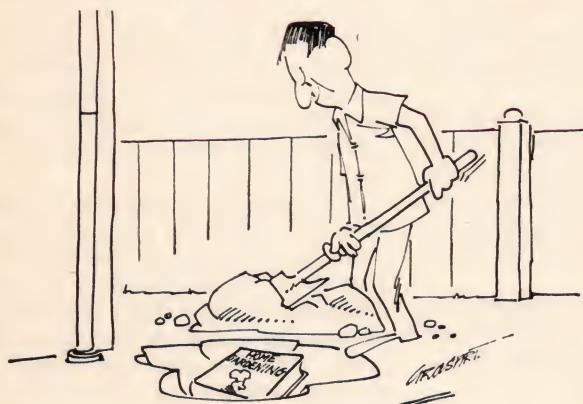
"That doesn't sound like a very reasonable excuse to me," countered the foreman.

"Well boss," replied the worker, "my lunch was inside my coat pocket."

Cutting Corners

The sales manager of a large firm was going over the expense report of one of his traveling salesmen. "How could you possibly spend twelve dollars for lunch in Stover Vermont," he exploded.

The salesman, scratching his head, "I think that's the day I skipped breakfast."



"I'm warning you! Drink that and you'll see pink people."



"Live for today, Boys! They've got a new catapult now which hurls a rock and does away with three or four people at a time."

FIFTY YEARS AGO

in Our Magazine



Vol. XVI

(From the June, 1919, issue of the TEAMSTER)

Number 6

Membership at Highest Level

THE highest membership on which we ever received per capita tax was in the month of April of this year. We received per capita tax on 89,712 members. This is the top-notch point in the history of our International Union. Of course the membership will not perhaps be the same each month, as it will vary, but there is in this country at the present time a larger number of union teamsters and chauffeurs than ever before in the history of the country. When you add to this the fact that there are hundreds of men out of employment and that there is a great deal of discontent existing amongst the workers of the country, you will realize that we are doing some work in our several districts by reaching this high numerical strength.

Giant Oil Firm Uses Power To Kill-Off Competitors

In the current issue of the International Oil Worker is an article by General Organizer Jacobs which shows that one giant oil company is up to its old tricks in the rich oil fields of northern Louisiana operated by several small independent companies. The large company refuses to handle the oil of these concerns through its pipelines and the independents are being pushed out of business. An effort is being made to call a special session of the legislature, but thousands of dollars are spent each week for full page advertisements in the daily press to hoodwink the people.

"At the beginning of 1919," says Organizer Jacobs, "there were nearly 400 rotary rigs run-

ning in this district. Today there are very few. Production men have been laid off by the score in order to cut expenses. Men have left that field by the hundreds for other fields in Texas and Oklahoma in order to secure employment."

Quick To Praise Slow To Scorn

We love the man with the roses on his tongue, the man who sees the boy's dirty face, but mentions his bright eyes, who notices your shabby coat, but praises your studious habits; the man who sees all the faults, but whose tongue is quick to praise and slow to blame. We like to meet a man whose voice is full of music of the birds, whose handshake is an inspiration, and his "God bless you" a benediction. He makes us forget our troubles as the raven's dismal croak is forgotten when the wood thrush sings. God bless the man of cheer. There is plenty of trouble here, but you need not increase it. There is a lot of dying done ahead of time.

Coal Drivers Propose 44-Hour Week Demand Ten Paid Holidays Annually

IN our most expensive New England city, a decade ago, drivers of wagons or carts which transported coal from its storage yards to the sidewalks of the dwellings where it was to be burned, worked ten hours a day, with Saturday half-holidays from April to October. They received from \$12 weekly for a driver of one horse to \$14 weekly for the driver of a three-horse truck.

If the schedule of hours and wages which the drivers now propose—and propose to enforce—for the eleven months beginning May 1, 1919, goes into effect, drivers will receive from \$24 to \$30 for a week of substantially forty-four hours. That is, they will work eight hours a day except on Saturdays, when the day will end at noon. Ten holidays a year will be recognized on which the men will rest at full pay or will work at double pay, the same being true of Sundays. Overtime work in general will be paid at the rate of time and a half.

A coal driver of the highest class in Boston, then, will receive a salary of \$1,560 a year for working about as many hours a day as the average office worker, for less time than most teachers are required to give. Overtime might easily add to this the \$140 necessary to bring it up to \$1,700 a year. If we speak in terms of remuneration, we shall no longer speak of the man who drives the coal wagon with anything but respect. As for "coal heavers," their wages have experienced a similar advance, and they get \$24 a week instead of the \$9 they received twenty years ago.

Comparison of other professions, with their damnable iteration, are still necessary. The man who, after 8 to 10 years of continuous study above

the so-called common school grades, graduates from the university, may fortunately secure a position as instructor in his college at \$1,250 a year, this being on a new and "modern" schedule. If he is not satisfied with that remuneration he may take a six weeks' course in chauffeuring, and get a position at the wheel of a coal truck, which will pay him \$1,500 and possibly \$1,700 a year. Or, if he is an idealist, he may study three years longer, and receive as a minister of the Gospel a salary of \$1,000 or \$1,100 a year.

Buys Aeroplane

George Kounkel, a farmer of Aylesbury, Saskatchewan, has actually ordered an aeroplane, and goes on record as the first farmer to adopt this vehicle in his regular business. Mr. Kounkel, who was one of the pioneer farmers in that region, believes thoroughly in agriculture by machinery, and plans to use his aeroplane in making trips to various cities to dispose of his farm produce. Having been the first farmer in that part of the country to buy an automobile, he apparently buys the first aeroplane in the same matter-of-fact business way.

Correspondents writing matter for the magazine should write on one side of paper only and separate from all other business. Address all communications to International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Daniel J. Tobin, President and Editor, Room 211, 222 E. Michigan St., Indianapolis, Ind.

**take
SAFETY
with you
on your
VACATION!**

